



Bullying and Harassment Policy

Date Adopted: 27th May 2026

Next Review Date: 27th May 2028

Policy Review: This policy will be reviewed by the trustees every 2 years or sooner if legal guidance changes.

Our Commitment

We are committed to providing a safe, respectful, and supportive environment for everyone involved in our badger welfare work — including volunteers, trustees, foster carers, and supporters.

Bullying, harassment, discrimination, or victimisation will not be tolerated.

This policy reflects our duties under the Equality Act 2010.

What Is Bullying?

Bullying is behaviour that is offensive, intimidating, or insulting and makes someone feel uncomfortable, upset, or undermined.

Examples include:

- Shouting or aggressive behaviour
- Persistent criticism or humiliation
- Excluding someone on purpose
- Spreading rumours
- Abusing a position of authority

What Is Harassment?

Harassment is unwanted behaviour linked to someone's protected characteristics (such as age, disability, race, religion, sex, or sexual orientation) that creates an intimidating or hostile environment.

Examples include:

- Offensive jokes or comments

- Derogatory remarks
 - Inappropriate physical contact
 - Sharing offensive images or messages
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Where This Applies

This policy covers behaviour:

- During volunteering activities (including reserves, rescues, transport, rehabilitation sites, and events)
 - At meetings or fundraising events
 - During work-related travel
 - Online or on social media where connected to the West Kent Badger Group.
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What To Do If You Experience or Witness Bullying

We encourage volunteers to speak up.

You can:

1. Raise it informally if you feel comfortable doing so.
2. Speak to a Trustee, or the Chair of Trustees.
3. Make a formal complaint in writing if needed.

If the concern involves a Trustee or senior person, you may contact the Chair directly.

All concerns will be taken seriously and handled sensitively.

What Happens Next?

- We will listen carefully and treat your concern confidentially.
- A fair and impartial review will take place.
- Action may include mediation, a warning, removal from duties, or further disciplinary steps.

No volunteer will be treated unfairly for raising a concern in good faith.

Our Expectations of Volunteers

All volunteers are expected to:

- Treat others with dignity and respect
- Communicate politely and professionally

- Challenge inappropriate behaviour safely
- Support a positive team culture

Our Values

Our work protecting badgers depends on cooperation, trust, and compassion — not only towards wildlife, but towards each other.

We expect everyone involved in West Kent Badger Group to help create an environment where people feel safe, valued, and respected.