

# **SPEEDIER SCAFFOLDING LIMITED**

## **RACIAL HARASSMENT POLICY**

### **Introduction**

The purpose of this policy is to clearly define our commitment to the rights of all employees to work and live in safety and security within their own environments regardless of their racial or ethnic group.

It also seeks to lay out a timely and supportive response to any incidents of racial harassment within Speedier Scaffolding Limited, and underlines our determination to use every available legal action against perpetrators of such incidents.

### **Policy**

It is the policy of Speedier Scaffolding Limited to support people who make complaints of Racial Harassment. If a claim is substantiated we will take firm action against the perpetrators to eliminate such crimes. We have emphasised our position relating to Racist Incidents in our Equal Opportunities Policy. These statements highlight our position that such behaviour is not tolerated.

We recognise that racial harassment can take place in any institution or environment, regardless of the number of people from different backgrounds present.

People who make complaints of racial harassment are particularly vulnerable and need support. We will work closely with and where appropriate put people who complain, in touch with the local authority, police, victim support and other support groups when dealing with racist Incident cases.

In dealing with racial harassment the interests of the victim are paramount and they must be treated courteously, sensitively and respectfully at all times.

Whilst the approach and procedure for dealing with such problems is identical to all other branches it must be noted that racist incidents may also lead to criminal prosecution. It is therefore important to liaise with the police in all instances of racist incidents.

### **In general terms, our response to Racist Incidents are as follows,**

- Take initial action within 1 working day of receiving the complaint.
- Adopt a victim centred approach
- Respond sensitively to the victim
- Interview the victim and alleged perpetrator where known and make a detailed assessment of the case.
- Inform and liaise with other agencies as appropriate, having secured the victims consent where necessary.
- With the victims consent consult with the police on the potential for crime action under the Protection from Harassment Act 1996.
- With the victims consent inform third parties of the incident and build a case against the perpetrator.
- Where appropriate seek other legal remedies on behalf of the victim.

- Provide continuous support for the victim after the incident.
- Keep comprehensive notes and records of the case and contacts with the victim, witnesses and perpetrators.
- Adopt high standards of confidentiality when dealing with victims.
- Conduct a prompt and thorough investigation into all alleged cases.
- Always take action against the perpetrator where evidence is available and could result in eviction if allegations are proven.

#### **Definition of Racial Harassment.**

‘ A racist incident is any incident which is perceived to be racist by the victim or any other person’

(Macpherson 1999)

For the purpose of this policy the definition of race and ethnicity is the standard definition adopted by the Commission of Racial Equality and the England and Wales Census Question 2001.

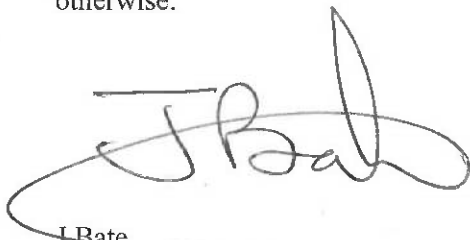
Racial harassment refers to a range of criminal and offensive behaviour motivated by hostility towards someone because of his or her ethnicity, appearance “race” or national origin. It includes not any physical assaults, but verbal abuse, threats, or insults, damage to buildings and property.

#### **Examples of Racial Harassment.**

Harassment can take many forms. The following list is illustrative but not exhaustive

- Threats to the person
- Unprovoked physical assault
- Threatening or abusive letters and telephone calls
- Verbal abuse, including name calling and swearing.
- Threatening or abusive behaviour EG spitting

The company will review this policy on a three year cycle unless the law or practice dictates otherwise.



J Bate  
Managing Director  
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