

Clatterbridge Centre  
for Oncology NHS  
Foundation Trust

<b>Name of Policy</b>
Harassment and Bullying
<b>What is the aim of the policy?</b>
To ensure that all employees are able to work in an environment that is harmonious and respectful.
<b>NOTE - Quote directly from policy documentation.</b>
<b>What outcomes do we want to achieve for this policy or function, &amp; for whom?</b>
That if identified inappropriate behaviour such as bullying and harassment takes place that it is dealt with in a serious, sensitive and confidential manner so that the matter can be resolved as quickly as possible.
<b>NOTE - Wherever possible in responding to these questions, be specific, &amp; name organisations, individuals &amp;/or equality categories: Race, Gender, Age, Disability, Religious &amp;/or Sexual Identity.</b>
<b>Who are the key stakeholders in the policy?</b>
All Trust staff, visitors, patients, contractors and staff from other organisations working on Trust premises
<b>Who is intended to benefit from this policy, &amp; in what way?</b>
All staff by <ul style="list-style-type: none"> <li>• Identifying bullying and harassment type behaviour</li> <li>• Preventing bullying and harassment to self and others</li> <li>• Giving guidance on how to deal with bullying and harassment</li> </ul>
<b>NOTE - Wherever possible in responding to these questions, be specific &amp; name organisations, individuals &amp;/or equality categories</b>
<b>What impact will the proposal have on any services currently provided or on our staff and/or stakeholders</b>
None

**Clatterbridge Centre  
for Oncology NHS  
Foundation Trust**

**How do the outcomes help or hinder other organisational objectives, policies or values?**

Develops a culture in which it is the right of all staff to be treated with dignity and respect

**If there are associated objectives of the policy, what are they?**

**Who implements the policy & who is responsible for it?**

HR

**How relevant is the policy to each Equality category? Based on your answers above, is the policy of High, Medium, or Low relevance:**

**(tick one box for each Equality category)**

Category	High	Medium	Low
Age			x
Disability			x
Ethnicity (Race)			x

**Clatterbridge Centre  
for Oncology NHS  
Foundation Trust**

<b>Gender (Sex)</b>			<b>x</b>
<b>Religion or Belief</b>			<b>x</b>
<b>Sexual Orientation</b>			<b>x</b>

**Are there any concerns the policy could have a differential impact on the grounds of racial or ethnic origin?**

No

**Are there any concerns the policy could have a differential impact on the grounds of religion or belief?**

No

**Are there any concerns the policy could have a differential impact on the grounds of disability?**

No

**Are there any concerns the policy could have a differential impact on the grounds of age?**

No

**Clatterbridge Centre  
for Oncology NHS  
Foundation Trust**

--

**Are there any concerns the policy could have a differential impact on the grounds of sexual orientation?**

No

**Are there any concerns the policy could have a differential impact on the grounds of gender?**

No

**Is there enough evidence to proceed directly to a Full Impact Assessment?**

Y    N