

Three Counties Academy Trust



Staff Bullying and Harassment Policy

#HR18

Last amended 10th July 2026 (v1.0)

Policy lifespan: 3 years. Subject to annual compliance check. Next full review 9th July 2029.

Statement of intent

Three Counties Academy Trust (TCAT) is committed to providing a work environment that is free of harassment, bullying and intimidation, and ensuring that all employees are treated with dignity and respect at work.

As a result, TCAT has a zero-tolerance approach towards bullying and harassment, and those found to be in breach of these procedures may be subject to disciplinary action, up to, and including, summary dismissal.

This policy aims to:

- Ensure that all staff are aware of their responsibilities regarding their behaviour and conduct
- Outline the processes and actions taken in order to resolve any bullying or harassment incidents
- Ensure that all staff understand the seriousness of bullying and harassment
- Promote a climate in which employees feel able to bring forward complaints without fear of victimisation
- Ensure that all allegations are responded to promptly, fairly and with the utmost confidentiality

To that effect, this policy has restricted access, HR18 Staff Bullying and Harassment Policy (Full Version) can be obtained on request for appropriate persons from the TCAT Central Team or from the Headteacher/Head of School and is the full and unabridged version as ratified and adopted by the TCAT Trust Board.