



# **Bullying and Harassment Policy**

**Statement: October 2024**

Joy Lane Primary Foundation School is committed to providing a safe, inclusive and respectful work environment based on dignity and trust, and one that is free from discrimination, harassment, bullying or victimisation. This includes a work environment that is free from sexual harassment and related unlawful behaviours. Joy Lane Primary Foundation School has a zero-tolerance approach to sexual harassment in the workplace including harassment by or against employees, pupils, parents, governors, trustees and other third parties, including contractors, suppliers, inspectors and volunteers.