

Preventing bullying and harassment at work policy overview

This policy supports a respectful and safe workplace by preventing and addressing bullying and harassment, including sexual harassment, in line with the Safety, Health and Welfare at Work Act 2005. People Leaders and those in authority have a duty to prevent such behaviour and to respond promptly to any complaints.

Who it's for

This policy provides clear guidance on expected behaviour and responsibilities, ensuring everyone contributes to a respectful, safe and inclusive workplace.

It also supports colleagues and People Leaders in recognising, preventing and addressing bullying and harassment.

What you need to know

Bullying, harassment and sexual harassment are not tolerated at Royal London.

If you experience or witness inappropriate behaviour, you're encouraged to speak to your People Leader or a senior colleague. Informal resolution may be possible, but serious or unresolved issues can be raised formally.

All complaints will be handled sensitively and confidentially. Investigations may involve temporary adjustments to working arrangements to ensure fairness and safety. Disciplinary action may be taken where necessary, and support is available throughout the process.

Works for you

Zero-tolerance on victimisation

Anyone found to have victimised another colleague will be subject to disciplinary action.

Colleague support

The Colleague Representative Forum or your trade union representative (if appropriate) can support you.