

Nott Brothers

Bullying/Harassment Policy

Nott Brothers will adhere to the set of principles set out by the BFI that tackle and prevent bullying, harassment and racism in the screen industries.

Bullying, harassment and racism have no place in our industries. These Principles aim to eradicate such abuse, and all forms of discrimination regarding a person's protected characteristics which are unethical and against the law. They can also help employers meet legal requirements and offer a shared vision to promote and maintain a safer, more inclusive workplace environment for everyone working within the screen industries. All employers, employees, officers, workers, agency workers, trainees, volunteers, trustees and freelancers should adhere to the following principles:

1. Everyone is responsible for creating and maintaining an inclusive workplace that is positive and supportive.
2. We recognise that harassment may be unlawful under the Equality Act 2010.
3. We will explicitly address and seek to prevent racism and all other forms of discrimination and bias, their manifestations and effects.
4. Those of us who are employers accept our responsibilities under the Health and Safety at Work Act 1974.
5. We do not tolerate bullying and harassment on any grounds, including sexual harassment and racism, and will ensure that processes are in place for the reporting and investigation of these serious issues.
6. We recognise that bullying and harassment and racism can have significant adverse impacts on the productivity, long-term physical and mental health and well-being of affected people and we will work to eradicate it. This will mean providing adequate protection for complainants and victims, and, where bullying or harassment is found to have occurred, taking appropriate action against bullies or harassers.
7. We value inclusivity, appreciate difference, welcome learning from others, and consider people equal without prejudice or favour. We build relationships based on mutual respect. We will all work to give and receive feedback in a constructive way, which we know will improve creativity and productivity.

8. We understand that reporting bullying or harassment and racism can be intimidating. We will respect confidentiality where possible and aim to make the process of reporting clear and straightforward. If anyone comes forward to report behaviour which might amount to bullying or harassment and/or racism, we will endeavour to investigate objectively. Individuals who have made complaints of bullying and harassment and/or racism or participate in good faith in any investigation should not suffer any form of reprisal or victimisation as a result.

9. We will respect each other's dignity, regardless of the seniority of our role in an organisation.

For any questions or concerns regarding bullying on a project, please contact Nathan at nathan@nottbrothers.com