

## **Suffolk Guild of Ringers**

### **Explanatory notes to Policies on**

- **Bullying and Harassment**
- **Equality and diversity**
- **Whistleblowing**

The Suffolk Guild of Ringers brings together in a membership body all those members who have been elected to fulfil the aims of the Guild. It has no employees, and thus legislation for the protection of individuals will very often not apply to the Guild's members. Indeed, the Guild has very little control over what goes on in individual towers, most (but not all) of which are owned by the Church of England. Thus, the Priest in Charge and the Parochial Church Council will normally be responsible for ensuring that the wellbeing of ringers and the security of their environment are maintained, and that all relevant legislation and good practice are adhered to.

This does not mean that the Guild should wash its hands of all responsibility for matters for which it would have responsibility in an employment situation. Even where there is no or limited legal responsibility there is a moral responsibility to safeguard all members, and the Guild has therefore resolved to adopt the attached policies on

- Bullying and Harassment
- Equality and diversity
- Whistleblowing

so that members can understand what they do not have to put up with, and have a framework within which to raise matters of concern and to expect a sympathetic response.

### **Procedure for raising a matter of concern**

1. You should in the first instance approach your Tower Captain to discuss your concerns with him/her and agree on what action should be taken.
2. If your Tower Captain is implicated in your concern, or if you are not satisfied with his actions or lack of them, or you cannot agree on a satisfactory way forward, then you should take the matter up with your District Chairman.
3. If your Tower Captain IS your District Chairman then you should speak to either the Guild's Safeguarding Officer or the Guild Chairman.
4. If you are still dissatisfied with the outcome then you may ask one of your District Representatives to raise the matter with the Guild Management Committee.