

POLICY

ZERO TOLERANCE TO ABUSE & AGGRESSION HARRASSMENT OR THREATS

Kinship Care Midlothian SCIO protects the rights of their Officers and Volunteers in the following six point strategy governing the work that they do on behalf of the charity:-

1. that the charity's Officers and Volunteers are treated with courtesy and respect when they are fulfilling their workplace duties. In return they would always endeavour to treat the recipients of our services with the same courtesy and respect that they have received;
2. that the charity's Officers and Volunteers have the right to work without fear of being attacked or abused; any behaviour whether that be verbal, physical, written or otherwise that causes offence, embarrassment or threatening behaviour is totally unacceptable;
3. that the charity's Officers and Volunteers apply a 'Zero Tolerance Policy' to include all forms of abuse such as aggression or threats made in person either verbally or by telephone or through writings including emails/texts.
4. this Policy is designed to protect and support our Officers, Volunteers, Service Users and Beneficiaries and all to whom we provide a charitable service;
5. Kinship Care Midlothian SCIO would always investigate potential abuse, and this could result in any appropriate action being taken against the aggressor.

This Policy is devised, written and produced for and on behalf of the Chairperson and Management Board of Kinship Care Midlothian SCIO in support of the Officers and Volunteers that execute and deliver project work for the charity.