

SEND mediation and disagreement resolution

Respect policy

At The Together Trust Mediation Services we believe our staff are entitled to work in a safe and protective environment.

Any behaviour that may lead to feelings of harassment, alarm or distress to members of staff will not be tolerated, regardless of the stress a person accessing the service may be experiencing.

Aims:

- To facilitate a safe work environment and ethos of respect
- To promote dignity and resilience in the workplace for our staff

Expectations:

- Threatening behaviour, abusive or insulting language verbal or written (including on social media) to our staff will not be tolerated.

Examples of behaviour that are considered unacceptable:

- Using unkind language or making personal comments verbally or in writing
- Shouting, either in person or over the telephone
- Speaking in an aggressive/threatening tone, swearing
- Racist, homophobic or other hateful comments
- Sexist comments or sexual innuendo
- Disrespecting religion or belief
- Inappropriate posting on Social Networking sites which could bring the Together Trust SEND Services into disrepute or be deemed as bullying or a hate related comment

Consequences:

Unacceptable behaviour may result in the service being withdrawn

For more information call us on 0161 283 4848 or email us at drs@togethertrust.org.uk.

Visit us at <https://www.togethertrust.org.uk/mediation>