

Harassment and bullying policy

HIRINGUK LTD, www.hiringuk.co.uk. Downloaded 21 September 2026.

This policy applies to anybody we place on an assignment, anybody who uses this board, and anybody who deals with HIRINGUK LTD at all. It sits alongside our equality policy, which covers discrimination in adverts and in hiring. This one is about how people are treated once they are at work.

Read this first, because it is unusual and it shapes everything below. The best written version of this policy we have read belongs to a recruitment group with offices in five countries. It routes a complaint to a Group Finance Director, backed by a Head of Inclusion, an annual training programme and an external HR consultant. Every one of those is a real thing they really have.

HIRINGUK LTD is one person. Naming roles we do not have would make the first sentence of this policy false, and a policy whose first sentence is false protects nobody. So this is written to the shape of the company that has to keep it.

1. What harassment is, in law

Section 26(1) of the Equality Act 2010: unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating somebody's dignity, or of creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Section 26(2) covers unwanted conduct of a sexual nature. Section 26(3) covers being treated worse because you rejected it, or because you put up with it.

Harassment also covers conduct aimed at somebody because of a characteristic they are thought to have but do not, and conduct aimed at somebody because of who they are associated with, such as a family member.

2. Which characteristics, and the two that are not on the list

Section 26(5) lists seven: .

3. What it looks like on a shift

Most policies on this subject give office examples. This board is about depots, warehouses and cabs, so these are the shapes it actually takes.

Bullying has no legal definition of its own. We treat it as behaviour that is offensive, intimidating, malicious or an abuse of position, usually repeated, that humiliates or undermines somebody. Where it relates to one of the seven characteristics it is also harassment and unlawful. Where it does not, it is still not happening on our watch. What it is not is a supervisor giving a lawful instruction, or telling somebody plainly that their work is not good enough.

4. The duty that changed in October 2024

5. What we actually do

6. What we do not claim

This list is here on purpose. A policy is only worth reading if you can tell which parts of it are real.

7. Reporting it, and what happens then

Email hello@hiringuk.co.uk, or use our complaints procedure if you would rather it went through that. You can also ring the number on your assignment confirmation.

Confidentiality, and its honest limit.

8. Nobody is punished for raising it

Section 27 of the Equality Act calls it victimisation, and it is unlawful separately from the harassment itself. It covers making a complaint, giving evidence about somebody else's, and being thought to be about to do either.

In this trade the punishment is rarely a dismissal. It is the phone not ringing next week. That is why we count shifts offered to a worker before and after a report: so that if it ever happened here, it would show in our own figures rather than depending on somebody's word.

9. When the complaint is about us

So here is what we do instead. We will still write down what was reported, on the day, and we will still answer it. But we will tell the person, in the same message, that they do not have to accept our answer and that these routes exist and do not depend on us.

Three months less one day. That is the time limit for a discrimination claim, counted from the act complained of, and it does not pause while somebody waits for us to reply. If you are near it, start ACAS early conciliation and carry on talking to us at the same time. We would rather lose a claim on the merits than win one because somebody ran out of time waiting for our email.

10. Review

This policy was written before it was needed, which is the only honest time to write one. It is reviewed when the law changes, when a complaint shows it did not work, and otherwise once a year. Every version is in our document register with the date it applied from.