

Stratfield Mortimer Parish Council

Full Council - 10th November 2022

CIVILITY AND RESPECT PLEDGE

Agenda item 22/081 5: To consider the Civility and Respect Project and resolve to sign up to the Pledge.

Definition of Civility and Respect

‘Civility means politeness and courtesy in behaviour, speech, and in the written word. Examples of ways in which you can show respect are by listening and paying attention to others, having consideration for other people’s feelings, following protocols and rules, showing appreciation and thanks, and being kind.’

Civility & Respect Newsletter Feb 2022 Issue 2

BACKGROUND

Within the Local Government Sector, there are growing concerns about the impact bullying, harassment, and intimidation are having on local councils, councillors, clerks and council staff and the resulting effectiveness of local councils. The National Association of Local Councils (NALC), One Voice Wales, the Society of Local Council Clerk (SLCC) and County Associations have responded by setting up a Civility and Respect Working Group.

NALC, SLCC, and OVW believe now is the time to put civility and respect at the top of the agenda and start a culture change for the local council sector.

The Civility and Respect Pledge is being introduced because there is no place for bullying, harassment and intimidation within our sector. The pledge is easy for councils to sign up for and it will enable councils to demonstrate that they are committed to standing up to poor behaviour across our sector and to driving through positive changes which support civil and respectful conduct.

The Civility and Respect Working Group are inviting all councils to take the Civility and Respect Pledge.

THE PLEDGE

By signing up to the Pledge, Stratfield Mortimer Parish Council will be agreeing that the council will treat councillors, clerks, employees, members of the public, and representatives of partner organisations and volunteers with civility and respect in their roles and that it:

- Has put in place a training programme for councillors and staff;

- Has signed up to the Code of Conduct for councillors;
- Has good governance arrangements in place including staff contracts and a dignity at work policy;
- Will seek professional help at the early stages should civility and respect issues arise;
- Will commit to calling out bullying and harassment if and when it happens;
- Will continue to learn from best practices in the sector and aspire to be a role model/champion council through for example the Local Council Award Scheme;
- Supports the continued lobbying for change in legislation to support the Civility and Respect Pledge, including sanctions for elected members where appropriate.

Further information may be found at [Civility and Respect Project \(nalc.gov.uk\)](http://nalc.gov.uk)

COSTS

None.

RECOMMENDATION

It is recommended that the Council considers the statements above and agrees to sign up to the Civility and Respect Pledge.