

Civility and Respect

Background

Throughout the sector, there are growing concerns about the impact of bullying, harassment, and intimidation having on local (Parish and Town) councils, councillors, clerks and council staff and the resulting effectiveness of local councils.

The National Association of Local Councils (NALC), the Society of Local Council Clerks (SLCC) and county associations 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 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.

The Civility and Respect Pledge

By signing up to the civility and respect pledge, Clipstone Parish Council would demonstrate that our council is committed to treating councillors, clerks, employees, members of the public, representatives of partner organisations, and volunteers, with civility and respect in their role. Signing up is a simple process, which requires councils to register and agree to the following statements:

Statement	Tick to agree
Our council has agreed that it will treat all councillors, clerk and all employees, members of the public, representatives of partner organisations, and volunteers, with civility and respect in their role.	
Our council has committed to training councillors and staff.	
Our council has signed up to Code of Conduct for councillors	

Our council has good governance arrangements in place including, staff contracts, and a dignity at work policy.	
Our council will commit to seeking professional help in the early stages should civility and respect issues arise.	
Our council will commit to calling out bullying and harassment when if and when it happens.	
Our council will continue to learn from best practice in the sector and aspire to being a role model/champion council e.g., via the Local Council Award Scheme	
Our council supports the continued lobbying for the change in legislation to support the Civility and Respect Pledge, including sanctions for elected members where appropriate.	

The National Association Of Local Councils have produced a short video, available to watch on the following link:

<https://www.youtube.com/watch?v=4ebcRIUQAGc>

Recommendation

The Personnel Committee is asked to support a recommendation to full Council that it should sign up to the civility and respect pledge.