

Stanley and Stanley Common Parish Council

Civility and Respect Policy

1.0 Introduction

1.1 Civility and Respect means politeness and courtesy in general behaviour including speech and the written word; listening and attention to others including consideration of their feelings; accepting and following the protocols and rules of the code of conduct and being considerate and respectful to people involved in the business of the parish.

The Civility and Respect Policy enables Stanley and Stanley Common Parish Council to demonstrate that it is committed to standing up to poor behaviour, bullying, harassment and intimidation across the sector and to drive through positive changes which support civil and respectful conduct.

2.0 Pledge and Commitment

2.1 The parish council has agreed that it will treat all council members / clerk / chairman / borough and county councillors with civility and respect. This also includes the various supporting agencies and officers/members of the public and volunteer groups. Behaviour is reciprocal and is expected from all people involved in matters of the parish. Behaviour in a disrespectful manner from anyone is not acceptable and is not to be tolerated. Our council works to the code of conduct implemented by Erewash Borough Council and also follows the guidance from National Association of Local Councils (NALC) and Society of Local Council Clerks (SLCC) organisations on such matters of civility and respect. Our council expects the same respect and courtesy from partners and the public when conducting their business.

3.0 Expectations

3.1 Councillors and council staff have the right to carry out their civic duties and work without fear of being attacked or abused. Any such behaviour whether that be verbal, physical or in writing, which causes either councillors or council staff to feel uncomfortable, embarrassed, or threatened, is totally unacceptable.

3.2 This zero-tolerance policy includes abuse, aggression or threats made in person, over the telephone or in written communication, including on social media. The council considers threatening behaviour to be:

- attempted or actual aggressive, or physical actions made towards any councillor or member of staff.
- the use of aggressive, or abusive language, (including raising of the voice, swearing, shouting or in writing) which threatens or intimidates councillors or council staff.

3.2 This policy applies throughout all council meetings, but it also applies to any councillor or council staff away from council meetings. The council will recognise and act should civility and respect issues arise – including what constitutes bullying / harassment and unacceptable behaviour.

3.3 The council will continue to learn and adopt from best practice models and support the efforts of this initiative development.

4.0 Resolution

4.1 A resolution has been made by this parish council to adopt and implement this policy of civility and respect. The policy is initiated and motivated through the recommendation and guidance of the Local Government Association (LGA) and is fully supported by the NALC and the SLCC and is implemented by Town and Parish Councils.