

## CIVILITY AND RESPECT PLEDGE>

Throughout the sector, there are growing concerns about the impact bullying, harassment, and intimidation are 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), One Voice Wales, the Society of Local Council Clerks (SLCC) and county associations have responded to this by setting up a Civility and Respect Working Group to oversee the Civility and Respect Project.

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 pledge

By signing the Pledge, the council agrees that it 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