

## Town Council recommit to 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 (OVW), the Society of Local Council Clerks (SLCC) and County Associations (CA) have responded to this by setting up a Civility and Respect Working Group to oversee the Civility and Respect Project.

The Civility and Respect Pledge was introduced by NLAC, SLCC, OVW, CA because there is no place for bullying, harassment and intimidation within our sector.

Saltash Town Council reaffirmed their commitment to treat Councillors, Clerks, employees, members of the public and partner organisations with respect by resigning the Civility and Respect Pledge and that it:

- Treat all councillors, clerk and all employees, members of the public, representatives of partner organisations and volunteers with civility and respect in their role.
- Put in place a training programme for councillors and staff.
- Sign up to Code of Conduct for councillors.
- Have in place good governance arrangements in place including, staff contracts, and Dignity at Work Policy.
- Commit to seek professional help at early stages should civility and respect issues arise.
- Commit to calling out bullying and harassment when it happens.
- Continue to learn from best practice in the sector and aspire to being a role model / champion council e.g., via Local Council Award Scheme.
- Support the continued lobbying for the change in legislation to support the Civility and Respect Pledge including sanctions for elected members where appropriate.

Further details of the pledge and what it means can be found on the Town Council and NALC websites:

[www.saltash.gov.uk](http://www.saltash.gov.uk)

<https://www.nalc.gov.uk/our-work/civility-and-respect-project#the-pledge>