



Councillor Respect and Bullying Policy

Adopted September 2025

1. Purpose

This policy sets out what parish councillors can do if they feel they are being bullied, harassed, or treated disrespectfully by another councillor or by a council employee (officer).

Our council is committed to promoting a safe, respectful, and positive environment, in line with the **NALC Civility & Respect Pledge**, which we have signed.

2. What Do We Mean by Bullying or Harassment?

Bullying can include:

- Shouting or aggressive behaviour;
- Personal insults or name-calling;
- Spreading rumours or deliberately excluding someone;
- Undermining someone's role or confidence.

It may happen face-to-face, in writing, by email, or on social media.

3. What Can a Councillor Do?

If a councillor feels they are being bullied or harassed, they can:

a. Speak Informally First (if comfortable)

Sometimes it may help to calmly raise the issue directly with the person involved. They may not realise the impact of their behaviour.

b. Talk to the Chair

The councillor can speak to the **Chair of the Council**, who may help to resolve the issue informally.

c. Contact the Clerk

The **Parish Clerk** can support the councillor, offer guidance, and may suggest ways to deal with the situation.

d. Raise It with the Monitoring Officer

If the matter is serious or cannot be resolved informally, the councillor can contact the **Monitoring Officer** at the district or unitary council. They may advise on submitting a complaint under the **Code of Conduct**.

4. Respecting the Civility & Respect Pledge

Our council has signed the **Civility & Respect Pledge**, which means:

- We will treat councillors, staff, and members of the public with respect;
 - We will not tolerate bullying or harassment;
 - We will support each other to create a welcoming and professional council.
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5. Confidentiality and Support

Any concerns raised will be treated sensitively and confidentially. Councillors will not be victimised or penalised for speaking up in good faith.

6. Review

This policy will be reviewed every two years or sooner if needed.
