



NORTHAW & CUFFLEY PARISH COUNCIL

7 Maynard Place, Cuffley, Herts, EN6 4JA
01707 875825

MEETING	Full Council
MEETING DATE	2 nd October 2024
SUBJECT	Civility and respect Pledge
AGENDA ITEM NO.	2024/25 Item 37a
REPORT BY	Lisa Peters Clerk/RFO

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.

BACKGROUND

The National Association of Local Councils (NALC), the Society of Local Council Clerks (SLCC), and One Voice Wales (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.

By our council signing up to the civility and respect pledge we are demonstrating 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 put in place a training programme for 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.	



NORTHAW & CUFFLEY PARISH COUNCIL

7 Maynard Place, Cuffley, Herts, EN6 4JA
01707 875825

Statement	Tick to agree
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 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.	

RESOLUTION FOR COUNCIL

To resolve that Northaw & Cuffley Parish Council sign up to the civility and respect pledge

Implications (completed by the Clerk)	
Staffing Implications	Health and wellbeing of staff would be improved
Council objectives	Meets objective of being a good employer and a good council
Equalities and human rights	There are no equality or human rights issues
Crime & Disorder	Crime and disorder have been considered
Biodiversity	There are no biodiversity issues
Financial	There is no cost to this resolution
Legal	Employment Rights Act 1996 Harassment Act 1997 Equality Act 2010 Locality Act 2011
Risk Management	Risk to the Council reputation and staff/councillor morale if this resolution is rejected has been assessed.