

SALISBURY CITY COUNCIL

Subject : Dignity at Work (Bullying and Harassment) Policy
Committee : Personnel Committee
Date : 15 July 2019
Author : Tracy Adams, HR Manager

1. Report Summary:

1.1. Following the learning of the #metoo campaign it is recommended that organisations review their Dignity at Work Policy to ensure that are up to date and in line with best practise.

2. Background:

- 2.1. HR Manager has reviewed the Council's policy against the guidance provided by Chartered Institute of Personnel Development (CIPD).
- 2.2. The HR Manager met with Unison and Unite who confirmed that they were content with the alterations suggested.
- 2.3. The revised policy is shown at Annex A (Doc 69887)

3. Recommendation:

It is recommended that the Committee:

- 3.1. Approves the amended Dignity at Work Policy.

4. Wards Affected: All

5. Background papers: Draft Policy – Annex A (Doc 69887).

6. Implications:

- 6.1. **Financial:** Nil in relation to this report
- 6.2. **Legal:** As shown in the policy
- 6.3. **Personnel:** As shown in the policy
- 6.4. **Environmental Impact:** Nil in relation to this report
- 6.5. **Equalities Impact Statement:** This policy applies to all.