

SALISBURY CITY COUNCIL

Subject : Civility and Respect Pledge
Committee : Full Council
Date : 26 June 2023
Author : Annie Child, City Clerk

1. Report Summary:

1.1. This report introduces The National Association of Local Councils (NALC), the Society of Local Council Clerks (SLCC), and One Voice Wales (OVW), Civility and Respect Pledge for approval.

2. Background:

2.1. 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.

2.2. They define Civility and Respect as follows:

2.2.1. Civility means politeness and courtesy in behaviour, speech, and in the written word.

2.2.2. 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.

2.3. Over 1190 parish councils have already signed this pledge.

2.4. The SLCC and NALC have produced a range of training materials and resources to allow council have a greater understanding of pledge and its implications of which can be seen [here](#), which councillors may wish to read.

2.5. If councillor would like to have training on any of the issues raised by this pledge, they are invited to contact the Corporate Services Manager with their request.

3. The Pledge:

3.1. By the council signing up to the civility and respect pledge the Councillors are demonstrating that their 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.

3.2. Signing up is a simple process. It requires the council to register and agree to the following statements:

- **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.**
- **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 and 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.**

4. Recommendation:

It is recommended that:

- 4.1. The Council agree to sign up to the SLCC and NALC Civility and Respect Pledge and agree the statements shown above.

5. Wards Affected: All.

6. Background papers: Nil.

7. Implications:

7.1. **Financial:** Nil

7.2. **Legal:** Nil

7.3. **Personnel:** None identified as yet

7.4. **Environmental Impact:** Nil in relation to this report.