

FALMOUTH TOWN COUNCIL

Minutes of a meeting of the Council held on Monday 29th November 2021 at 7pm held in the Atherton Suite, The Old Post Office, The Moor, Falmouth.

Present: Councillors S D Eva (Town Mayor), K J Edwards (Deputy Mayor), G W Chin-Quee BEM, D E Clegg, L D Coley, D V Evans BEM, G F Evans MBE, A J Jewell CC, J S Kirkham CC, J C Robinson, B M A Ross, A J Rowe, D W Saunby CC, E E Seiler and J M Spargo.

In Attendance: A M Williams (Town Clerk)
R J Gates (Town Manager)
Councillor L Magowan (Cornwall Council –Arwenack ED)
G Hayman (Coastline Housing Association)
Canon B Stuart-White (Mayor’s Chaplain)

C5530 APOLOGIES

An apology for absence was received and approved from Councillor Young (Covid isolating).

C5531 INTERESTS AND DISPENSATIONS

None received.

C5532 MINUTES

It was proposed by Councillor Rowe seconded by Councillor Ross and

RESOLVED that the minutes of the meeting held on 11th October 2021 be confirmed as a correct record and signed by the Chairman.

It was proposed by Councillor Rowe seconded by Councillor Ross and

RESOLVED that the minutes of the Special meeting held on 25th October 2021 be confirmed as a correct record and signed by the Chairman.

C5533 AFFORDABLE HOUSING SCHEME – KERGILLIACK ROAD, FALMOUTH

The Development Manager for Coastline Housing Ltd reported on the 37-house scheme, with 13 affordable homes, 9 social rent and 4 shared ownership properties. There were 698 households in housing need in Falmouth. With a high demand for 1 bed homes and social rent. Regarding the local scheme she advised on tree retention, drainage, and biodiversity measures and that the public open space and road would be maintained in perpetuity by Coastline. She responded to questions on property finishes, heating systems and lease/ownership arrangements and service charges.

C5534 TOWN MAYOR’S REPORT

The Town Mayor reported on recent civic events including Remembrance and outlined a busy Christmas civic schedule.

C5535 DEPUTY MAYOR'S REPORT

The Deputy Mayor updated on her civic attendances, local events around the COP26 Conference and community environmental work. She also acknowledged the work of the Responsible Financial Officer regarding budget preparation and reporting and was pleased to see the Council developing and supporting internal and external good sustainable practices.

C5536 PUBLIC QUESTIONS

None received.

C5537 POLICE REPORT

None received.

C5538 FIRE RESCUE AND COMMUNITY SAFETY SERVICE REPORT

The Fire Rescue and Community Safety Service Report was duly noted and forms part of these minutes.

C5539 COMMUNITY LINK OFFICER'S REPORT

None received.

C5540 CORNWALL COUNCILLORS REPORTS

Boslowick

Councillor Jewell reported on the place-shaping work locally and the pilot works for the 20mph speed zones. He updated on the walking and cycling improvement measures. Resurfacing works to the road at Maenporth were about to get underway. There were tree issues at Swanpool and anti-social behaviour incidents at Prislow Fields.

Trescobeas and Budock

Councillor Saunby supported the 20mph pilot scheme. He was disappointed that the Leisure Consultation was not to be considered by Cornwall Council but rested with their Cabinet. He updated on local Cornwall Housing issues.

Penwerris

Councillor Kirkham reported on Cornwall Housing issues. In regard to Ships and Castles she hoped that Cornwall Council would support the Pendennis Leisure CIC proposal. She reported on the disappointing outcome for the Welcome Back Fund allocation. Also, on the significant structural repairs required at Prince of Wales Pier.

The Mayor thanked Councillor Kirkham for her ongoing efforts in securing local pop-up Covid vaccination centres.

Arwenack

Councillor Magowan updated on Ships & Castles and the leisure consultation. He continued to work with local stakeholders regarding campervan parking provision and issues. He had met with the localism team to discuss the challenges progressing Falmouth's devolution request. He reported on the work of the Neighbourhoods Overview and Scrutiny Committee and the Audit Committee. Cornwall Council would experience strong medium term budget pressures and inevitable staffing cuts moving forward.

C5541 COMMITTEE REPORTS

The Finance and General Purposes Committee Report dated 15th November 2021 was presented by Councillor Robinson, Chair of the Committee.

It was proposed by Councillor Robinson, seconded by Councillor Ross and

RESOLVED that the Report of the Committee dated 15th November 2021 be approved.

The Finance and General Purposes Committee Report (special meeting) dated 22nd November 2021 was presented by Councillor Robinson, Chair of the Committee.

It was proposed by Councillor Robinson, seconded by Councillor Ross and

RESOLVED that the Report of the Committee dated 22nd November 2021 be approved.

Councillor Evans advised that he had requested his name be recorded as having voted against Minute F6596 which had not be recorded in those minutes.

The Planning Committee Report dated 18th October 2021 was presented by Councillor Rowe, Chair of the Committee.

It was proposed by Councillor Rowe, seconded by Councillor Spargo and

RESOLVED that the Report of the Committee dated 18th October 2021 be approved.

The Planning Committee Report dated 8th November 2021 was presented by Councillor Rowe, Chair of the Committee.

It was proposed by Councillor Rowe, seconded by Councillor Spargo and

RESOLVED that the Report of the Committee dated 8th November 2021 be approved.

The Licensing Committee Report dated 15th November 2021 was presented by Councillor Saunby, Chair of the Committee.

It was proposed by Councillor Saunby, seconded by Councillor Clegg and

RESOLVED that the Report of the Committee dated 15th November 2021 be approved.

The Cultural Services Committee Report dated 24th October 2021 was presented by Councillor Edwards, Chair of the Committee.

It was proposed by Councillor Edwards, seconded by Councillor Ross and

RESOLVED that the Report of the Committee dated 24th October 2021 be approved.

C5542 PRECEPT 2022/23

The Town Mayor referred to the 2022/23 budget consideration agreed by the Finance and General Purposes Committee and requested that the Council confirm the 2022/23 precept call.

A debate ensued regarding process and requirements.

It was proposed by Councillor Robinson, seconded by Councillor Clegg and

RESOLVED that the Council confirms the 2022/23 budget and sets its precept for 2022/23 at £2,863,662.64.

A Council Tax Band D equivalent of £382.08 per annum. An increase of 2.94% (£10.91 per annum) over 2021/22.

Councillors D V Evans and Saunby requested that their names be recorded as having voted against this Motion. Councillor Jewell requested that his name be recorded as having abstained from voting. An Amendment proposed by Councillor D V Evans and seconded by Councillor Jewell that the Finance and General Purposes Committee reconsider the 2022/23 budget recommendation was lost.

C5543 PENDENNIS LEISURE COMMUNITY INTEREST COMPANY

Councillor Robinson reported further to Minute F6584 of the Finance and General Purposes Committee.

It was proposed by Councillor Eva, seconded by Councillor Kirkham and

RESOLVED that the Council appoints Councillor Robinson as its representative to the Board of the Pendennis Leisure Community Interest Company, with Councillor Kirkham as an observer. Also, the Council to provide asset lock assurance for the Community Interest Company Regulator in respect of the Ships and Castles site should it be required to.

C5544 MOTION BY COUNCILLOR ROWE – TREE WARDENS

Councillor Rowe proposed that the Council creates a network of community tree wardens to act as the 'eyes and ears' for both Cornwall Council and the Town Council on tree matters. The network will support and work in tandem with the Councils to give better outcomes for trees in Falmouth. Volunteers to be trained in-house and empowered to allow them to make Tree Preservation Order (TPO) assessments and to flag enforcement issues to Cornwall Council. This will enable the creation of accurate TPO maps and pro forma so that completed documentation can be passed to Cornwall Council saving administrative and processing delays when time is of the essence. Volunteer wardens would be provided with basic equipment to undertake the role with a cost of £30 per volunteer. Volunteers would be organised on a Ward basis and would be a conduit between the public and the Councils in regard to tree matters

It was proposed by Councillor Rowe, seconded by Councillor Clegg and

RESOLVED that the Council creates a network of volunteer Tree Wardens with training and equipment.

C5545 ENVIRONMENT BILL

The response from Cheryl Mackrory MP to the Council's representations regarding the Environment Bill was noted.

C5546 FAIRTRADE FALMOUTH

The Falmouth Fairtrade Report was duly noted.

C5547 TOWN MANAGEMENT REPORT

The Town Manager presented the Town Management report that was duly noted and forms part of these minutes.

C5548 TOWN CLERK'S REPORT PART I

The Town Clerk's report that was duly noted and approved and is attached as part of these minutes. Also:

It was proposed by Councillor Edwards, seconded by Councillor Seiler and

RESOLVED that the Council confirms the creation of the Strategic Environment Project Officer position from 1st January 2022 and the changes to the Environmental Education and Enforcement Service.

It was proposed by Councillor Edwards, seconded by Councillor Eva and

RESOLVED that given the increase in Covid infection rates and new disease variants the emergency scheme of delegation pursuant to Minute C5449 be retained and that meeting Chairs to decide, in cognisance of the relevant risk assessment advice, whether to proceed with scheduled physical meetings or to hold virtual information sessions for Councillors.

C5549 EXCLUSION OF THE PRESS AND PUBLIC

It was proposed by Councillor Ross, seconded by Councillor Robinson and

RESOLVED that in view of the confidential nature of contractual matters and personal information it is advisable in the public interest that the press and public be excluded from the meeting.

COUNCIL MINUTES – PART II

C5550 COMMITTEE REPORTS – PART II

The Staffing Committee Report dated 11th October 2021 was presented by Councillor Coley, Chair of the Committee.

It was proposed by Councillor Coley, seconded by Councillor Edwards and

RESOLVED that the Report of the Committee dated
11th October 2021 be approved.

There being no further business to transact the Town Mayor declared the meeting closed at 8.20 pm.

Signed..... Date.....



CORNWALL
FIRE & RESCUE SERVICE
A service of Cornwall Council

Cornwall Fire, Rescue and Community Safety Service

Falmouth Town Council Report (September to
November 2021)

**Working together
to make
Cornwall safer**



Introduction

The data used for compiling this report has solely come from the Cornwall Council Resilient Cornwall Fire and Rescue Service reporting site. The tracker is used as a method of recording the service activities with regard to our Service delivery and core values covering Protection, Prevention and Response.

Protection

Site Specific Risk Information – for higher risk premises

The watches completed **2** visits this period.

A SSRI visit is an information gathering exercise where watches collate and check the data held about commercial premises.

Each Watch is now visiting two commercial premises a month gathering risk information, all information is collated and added to Fire Appliance MDT (Mobile Data Terminal)

An example of the sort of premises covered by a SSRI would be a large manufacturing company, or a medium-large hotel.

Operation Fire Safety Visits – for lower risk premises

With Covid-19 restrictions now being eased all watches have started carrying out low risk visit each watch must completed **2 visits a month** also in addition we will be visiting farms giving fire safety advise.

An OFSV is a brief visit carried out on premises whose risk is deemed to be more generic. The aims are to identify the use and occupier of the building, and to inform and advise the occupier of their legal responsibility to protect from the risk of fire in line with the Regulatory Reform Fire Safety Order 2005.

Prevention

Home Fire Safety Checks

During this quarter, crews carried out **25 HFSCs**.

This is a free service we offer to all residents, be they homeowners or tenants. The crew base their advice around a booklet entitled Fire Safety in the Home, but tailor the information specifically to the hazards identified during their visit. The crew also carry free smoke detectors to fit if appropriate.

Activity has been limited due to COVID 19 restrictions; however, visits have been focussed on high-risk referrals made from our central support team along with local requests from members of the public.

Community Engagement

Watches are starting to get busy with Community Engagement-

Blue Watch have now visited all student accommodation giving fire safety advise and welcome packs to newcomers. We will continue to work with all student accommodation within Falmouth and Penryn area.

Black Watch are working in partnership with Cormac gardening services hoping to design a community/wellbeing garden at Falmouth Fire Station this should be completed by the Queen Jubilee. Also, we have entre into Britain in Bloom. Work has now started.

Blue Watch- Have arranged an exercise at Falmouth OIL services at Falmouth Docks this will take place on Thursday 25th November 1900

Annual Fire work display took place on the 5th November at Falmouth Cricket Club in profit we raised £5500 which will go to local charities.

After the success of last year's Santa's drive through Christmas Grotto, this will again be taking place on Sunday 12th December 1630 to 20.00 raising money for local charity's and giving the important Fire Safety message.

Response

The following list summarises only the types of incidents we attended during this period:

Summary	September	October	November		
Fire	12	9	2		
False Alarm	19	33	4		
Special Service	18	25	4		
Grand Total	49	64	10		

During this period incidents were divided 53.33% Day and 46.67% Night.

November stats not complete.....

If you would like this information in another format or language, please contact:
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 Hall, Treyew Road, Truro
 TR1 3AY

Telephone: **0300 1234 100**

Email:
enquiries@cornwall.gov.uk
www.cornwall.gov.uk

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Rescue and Community Safety Service on
Facebook

t Follow Cornwall Council on Twitter @cornwallcouncil
Follow Cornwall Fire, Rescue and Community Safety Service on Twitter
@CornwallFRS





Town Management Report to Falmouth Town Council 29/11/21

Covid vaccines

- With the success of the walk-in vaccines in the streets earlier this year we have been pushing to have more of these clinics. This is especially important as there has been very limited opportunities in the Falmouth locality meaning people have to travel further.
- When compiling this report there has been a walk-in on the Monday in the Atherton Suite which we have organised, another which the University at Wood Lane have organised on the Tuesday with the NHS and another one later this week on the Friday also in the Atherton Suite.
- The response to the Monday walk-in clinic considering it was only confirmed last week has been a huge success with 290 vaccines administered within a five-hour timeframe.
- There needs to be a consistent clinic in the future when staffing and resource allows from the NHS, hence the reason for using our Atherton Suite.

Remembrance Sunday

- This went smoothly however there was a first aid incident that was professionally and swiftly dealt with by the paramedic and first aid team.

Anti-social behaviour

- I am sure we are all aware of the challenges both at Lawn Steps and also Upton Slip. There is various ongoing work all connected with this to hopefully get a resolution in the future. It is frustrating and is taking a long time. Both these issues are being chased frequently.

Christmas planning

- With the Switch-On taking place this week at the time of compiling the report this is all planned and ready to go ahead.
- We have four primary schools as well as various performances including choirs and dance as well as snow machines and lots more.

- The Festive Weekend on the 11th & 12th Dec continues to gather momentum and do please let me know if you are available to help out. The more volunteers we have the better. Even if it is just for a few hours. Thank you to those that have already offered.
- As a reminder there will be the Festive Land Train, Snowy Streets (10 machines), Vintage Fairground rides including a helter skelter, an artificial ice rink plus a curling lane, a giant snow globe and also various performances on the Moor stage and throughout the town.
- Returning for the Festive Weekend as per 2019 with a few tweaks are the vouchers to pre-pay to go on the various rides. This will be a £2/£10 or £20 voucher available from our reception and other locations such as Visitor Information Centre on the Pier and more being locations being added very soon.
- There is a wealth of information on Falmouth.co.uk with a direct link from the homepage. To promote the event we are doing street banners, site banners, 10 bus stop posters, 13,000 door drop post cards, a Pirate FM campaign on both radio and digital as well as press releases and the usual social media that will ramp up.



FALMOUTH TOWN COUNCIL
29th NOVEMBER 2021
TOWN CLERK'S REPORT PART I

1. CORNWALL COUNCIL STANDARDS COMMITTEE

Attached is an update from the Chairman of the Standards Committee

2. CIVILITY AND RESPECT

Throughout our sector, there are growing concerns about the impact bullying, harassment and intimidation is having on our councils, councillors and staff and the resulting effectiveness of local councils.

In response the Civility and Respect Project has been founded and is supported by representatives from across the sector including Councils, County Associations, NALC, SLCC and One Voice Wales. Attached is the first Project Newsletter, led by Project Manager Michelle Moss. The work will inform the ongoing review of the Members Code of Conduct.

Town and parishes see a 25-30% employee turnover rate (the UK average employee turnover rate is 12-15%) and research shows that is in part directly linked to poor councillor behaviour, particularly clerk and senior management team members turnover. The project's findings that will now be picked up in the Code consultation are: (a) temporary suspension and, in the most egregious of cases, permanent disqualification should be available as sanctions for breaches of the Code, and, (b) training should be mandatory for councillors – specifically in roles and responsibilities and employment management and legislation.

As usual Falmouth Town Council is ahead of the game with the training requirements we impose for councillors already (in fact some of ours were picked up and used as a model for the recommendations). Cornwall has also been leading here, Sarah Mason at CALC has led some of that work nationally as has Lee Dunkley from St Agnes PC.

3. STRATEGIC ENVIRONMENT PROJECT OFFICER

Further to the Council's resolution to create the above part-time role to support its carbon auditing and sustainable measures work, the changes to the Environmental Education and Enforcement Officer roles to enable can be achieved within budget and with no loss of service hours, and can therefore be implemented from the 1st January 2022

Mark Williams
Town Clerk
November 2021

Dear all

As Chairman of the Standards Committee at Cornwall Council I wanted to update you on the work that has been done by the Committee recently and provide you with information on other matters which may be of interest to Towns and Parishes, it would be appreciated if this could be shared with your members.

Should you have any questions on anything in this update please do not hesitate to let me know or to email corporate&infogov@cornwall.gov.uk and one of the Corporate Governance Team will respond to your queries, you can also use this email address at any time should you need advice on the Code of Conduct.

- In March this year Cornwall Council accepted the recommendations of the Standards Committee to update the Code of Conduct that is used by the Council and the changes that were proposed were to ensure that these reflected the recommendations from the Committee on Standards in Public Life. The Cornwall Association of Local Councils has recommended to Towns and Parishes that these amendments are adopted by Town and Parish Councils, with a few minor amendments to ensure the Code is a better fit with your own governance arrangements.
- As you may be aware it has been the stated intention of Government for some time that they will reinstate suspensions for breaches of the Code of Conduct, as well as making changes to what interests should be registered and the removal of making it a criminal offence for failing to register an interest. It is hoped that the consultation on this will start in the near future and if we hear about this we will of course let you know. Once the changes are in place it is most likely that the Code of Conduct will require further amendments and once these are known we will consult with you on this.
- In dealing with Code of Conduct complaints the Monitoring Officer received 192 complaints in the year 2020 – 2021 and we have received 93 complaints so far this year. Disrespect is by far the highest reason given for submitting a complaint last year and this with 56 of the complaints submitted this year mentioning disrespect and a large number of these complaints brought by a Councillor about another Councillor. Yet of the complaints considered this only 8 have found that a member has been disrespectful. Personal remarks directed towards you may well be disrespectful however, when debating matters and when engaging on Council business other members are entitled to be critical and to challenge your views without this been seen as disrespectful. We have been made aware that some Councils are now adding the Nolan Principles to their agendas, others are reminding their members at the start of the meeting and this may be a useful way to reduce complaints about your members.
- Virtual Code of Conduct training was undertaken this year and one of these sessions was recorded and placed online. <https://www.youtube.com/watch?v=qal-LRkwinE> at some point it is hoped to get back to delivering face to face training but before this it is intended to record further session and place these online. At the moment, based on complaints, these will focus on disrespect and declaring interests but, if you have any specific points about the Code you would like to see covered please let us know.
- Officers have been asked quite often since the elections in May when a member may be disqualified and the grounds for disqualification are set out at section 80 of the Local Government Act 1972 <https://www.legislation.gov.uk/ukpga/1972/70/section/80> . However, it seemed prudent to make you aware of a Private Members Bill which is currently going through the House is the Local Government (Disqualification) Bill, <https://bills.parliament.uk/bills/2911>. Whilst this is a Private Members Bill we are advised it has Government support and it is likely to come into being fairly quickly and we will of course advise you when it looks like these new provisions may come into law.

As always, if you have any questions about the Code and in particular if you should declare an interest at a meeting please ask in advance of the meeting. Advice on the Code of Conduct is free of charge and better to ask in advance, than to then be the subject of a complaint. Also, if you are thinking of making a complaint please get in touch with a member of the team first.

Regards

Councillor Paul Wills
Chairman Standards Committee
Cornwall Council

CIVILITY AND RESPECT PROJECT



IN COLLABORATION WITH SLCC, NALC, OVW, COUNTY ASSOCIATIONS

ISSUE 1 | NOVEMBER 2021



WELCOME TO THE CIVILITY AND RESPECT PROJECT NEWSLETTER

Throughout our sector, there are growing concerns about the impact bullying, harassment and intimidation is having on our councils, councillors and staff and the resulting effectiveness of local councils. In response, this Civility and Respect Project has been founded by the Civility and Respect Working Group and is supported by representatives from across our sector including Councils, County Associations, National Association of Local Councils (NALC), Society of Local Council Clerks (SLCC) and One Voice Wales (OVW).

The primary aim of the project is to coordinate a programme of work designed to promote civility and respect in public life, including good governance, positive debate and to support the well-being of councillors, professional officers and staff.

The group appointed a project manager, Michelle Moss, who started in October. Michelle has a background in project management and has 6 years' experience as a Parish Clerk in various local councils.

The project team is now focused on progressing the aims of the working group, and this is the first of a series of project updates to let everyone know what is being done on the project to address these issues.

Q: How will I be kept up to date about the project progress?

A: The team will produce regular newsletters and articles as the project progresses and utilize social media to keep you up to date. Newsletters will be emailed initially and will all be available on the Civility and Respect web pages of SLCC and NALC websites.

Q: What are the timescales for delivering the project?

A: The project will initially run until the end of 2022, and progress will be assessed against a set of critical success factors agreed by the project assurance board.

The Project Workstreams

The working group had identified a significant number of changes and improvements considered vital to provide support to help reduce and manage the issues related to bullying and harassment in the sector. These factors have been organized into six project workstreams which together will deliver on the Civility and Respect Working Group mission.

MISSION STATEMENT

'Civility and respect should be at the heart of public life and good governance is fundamental to ensuring an effective and well-functioning democracy at all levels.

The intimidation, abuse, bullying and harassment of councillors, professional officers and staff, in person or online, is totally unacceptable whether that is by councillors, professional officers, staff or members of the public.

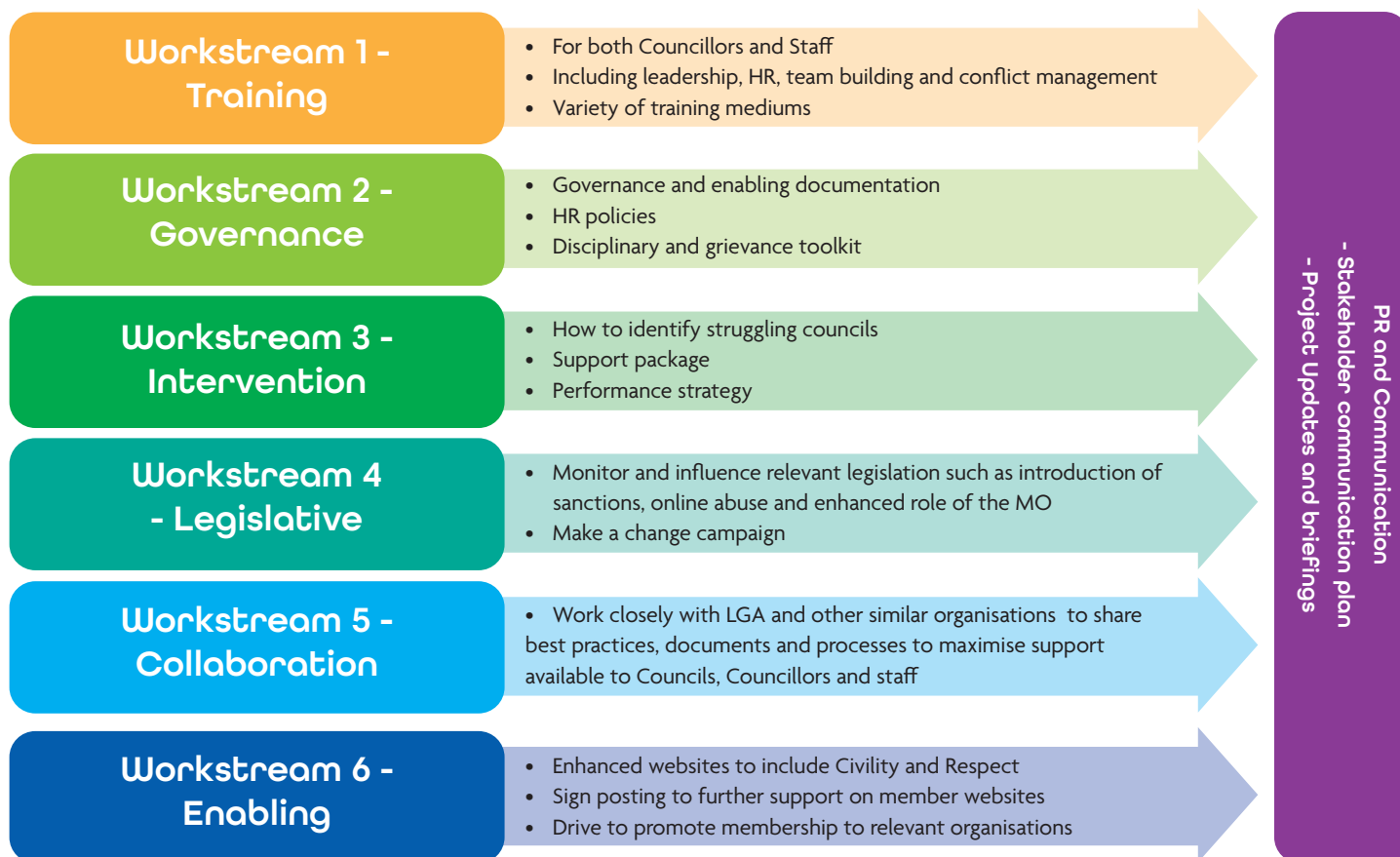
We are committed to working together to promote civility and respect in public life, good governance, positive debate and supporting the well-being of councillors, professional officers and staff'.

ANTI-BULLYING PETITION

The petition calling for amended legislation to enable sanctions against councillors who persistently engage in unacceptable behavior, such as harassment and bullying including racist, sexist and ablest abuse, expires on 25 November 2021. The 10,000 signatures required for government to respond to this petition has been achieved, the next milestone is government debate at 100,000.

IF YOU WOULD LIKE TO ADD YOUR SIGNATURE TO THE PETITION CLICK HERE





The project will deliver information hubs within existing SLCC and NALC websites to provide guidance and support to councils and staff, and will also signpost to additional support. The support will include training, governance and intervention to provide extra support to struggling councils. The training will incorporate a variety of mediums for skills-based training for both councillors and staff, such as developing leadership, tackling online abuse, team synergy and mediation skills. The governance workstream will focus on defining and centralizing the good practices, policies and documentation which support strong governance and HR practices, many of which already exist. We will also be working with other partners in the sector such as Local Government Association (LGA) to share best practices and add weight to the campaigns to amend legislation around issues such as introducing sanctions, and enhancing the roles of the monitoring officers.

Bullying and harassment is never acceptable



LOCAL GOVERNMENT ASSOCIATION (LGA) CIVILITY IN PUBLIC LIFE CALL FOR EVIDENCE: ABUSE AND INTIMIDATION OF COUNCILLORS

The LGA has committed to promoting civility in public life and supporting the well-being of elected members. This is a long-standing area of work for the LGA, but the recent tragic death of Sir David Amess MP has brought this issue into marked focus. Everyone in public life should be able to go about their daily business without fear of attack. Now, more than ever, this is a challenge that we as a sector are determined to meet.



To support their Civility in Public Life programme, the LGA has been developing and now launched a call for evidence of abuse and intimidation of councillors - Click here to go to the survey (or search for Civility in Public life on the LGA website) The call for evidence is an ongoing part of the LGA Civility in Public Life Programme, capturing elected members' experiences and emerging trends around abuse and intimidation from the public.

The survey is primarily designed to capture the experience of councillors, but candidates who have run for election, officers who have supported candidates or councillors and members of the public can also share their reflections.

The evidence gathered will help the LGA develop a body of evidence to support LGA calls for legislative and systemic change and develop support for elected members. More information on the LGA Civility in Public Life Programme and relevant resources is available on the LGA webpage.

BULLYING AND HARRASSMENT STATEMENT

As a first step in the promotion of civility and respect, councils may wish to add a statement to their websites stating that bullying, harassment and intimidation will not be tolerated.

This is a suggested wording for those councils wishing to add a bullying and harassment statement to their websites:

'We treat everyone with courtesy and respect and ask for the same in return. We ask that you treat your councillors and council staff courteously without violence, abuse or harassment.'

Councillors and council staff have the right to carry out their civic duties and work without fear of being attacked or abused. Any behaviour whether that be verbal, physical or in writing, which causes either councillors or council staff to feel uncomfortable, embarrassed, or threatened, is totally unacceptable.

The zero tolerance policy includes abuse, aggression or threats made in person, over the telephone or in written communication, including on social media. The council considers threatening behaviour to be:

Attempted or actual aggressive, or physical actions made towards any councillor or member of staff.

The use of aggressive, or abusive language, (including raising of the voice, swearing, shouting or in writing) which threatens or intimidates councillors or council staff'.

This policy applies throughout all council meetings, but it also applies to any councillor or council staff away from council meetings



STOP BULLYING



Civility & Respect

IN COLLABORATION WITH SLCC, NALC, OVW, COUNTY ASSOCIATIONS

