

The Civility and Respect Pledge

Definition of Civility and Respect

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

Examples of showing 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.

The Parish Council has signed up to the Civility and Respect Pledge instigated by the National Association of Local Councils (NALC), the Society of Local Council Clerks (SLCC) and One Voice Wales (OVW) to start a culture change for the local council sector.

The Parish Council has therefore agreed that:

- It will treat all councillors, the Clerk and all employees, members of the public, representatives of partner organisations and volunteers, with civility and respect in their role.
- Put in place a training programme for councillors and staff.
- It has signed up to the Code of Conduct for councillors.
- It has good governance arrangements in place including, staff contracts, and a dignity at work policy.
- It will commit to seeking professional help in the early stages should civility and respect issues arise.
- It will commit to calling out bullying and harassment when and if it happens.
- It 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.
- It supports the continued lobbying for the change in legislation to support the Civility and Respect Pledge, including sanctions for elected members where appropriate.

This Pledge was agreed at a Parish Council meeting held on 17 January 2023, minute number 13.