



Kidsgrove Town Council Civility and Respect Pledge

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| Responsible Officer: | Town Clerk |
| Draft: | Sept 2025 |
| Approved: | Sept 2025 |
| Minute Number: | FC/25-26/04/10 |
| Scheduled Review | Sept 2027 |
| Pledge Sign Date: | November 2022 |
| Pledge Number: | 806 |

Definition of Civility and Respect

Civility and Respect Project Civility means politeness and courtesy in behaviour, speech and in 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 being kind

Background

Throughout the sector, there are growing concerns about the impact bullying, harassment, and intimidation are having on local (parish and town) Councils, Councillors, Clerks and Council staff and the resulting effectiveness of local Councils. The National Association of Local Councils (NALC), One Voice Wales, the Society of Local Council Clerks (SLCC) and county associations have responded to this by setting up a Civility and Respect Working Group to oversee the Civility and Respect Project.

The Pledge

The Civility and Respect Pledge is being introduced because there is no place for bullying, harassment and intimidation within our sector. The pledge is easy for Councils to sign up for and it will enable Councils to demonstrate that they are committed to standing up to poor behaviour across our sector and to driving through positive changes which support civil and respectful conduct.

By signing the Pledge, Kidsgrove Town Council is agreeing that the Council will treat Councillors, Clerks, Officers, members of the public, and representatives of partner organisations and volunteers with civility and respect in their roles. Council is required to register to the Pledge and agree the following statements:-

- Has put in place a training program for Councillors and staff
- Has signed up to the Code of Conduct for Councillors
- Has good governance arrangements in place including staff contracts and a dignity at work policy
- Will seek professional help at the early stages should civility and respect issues arise
- Will commit to calling out bullying and harassment if and when it happens
- Will continue to learn from best practices in the sector and aspire to be a role model/champion Council through for example the Local Council Award Scheme
- Supports the continued lobbying for change in legislation to support the Civility and Respect Pledge including sanctions for elected members where appropriate.

Kidsgrove Town Council resolved to sign the Pledge on 24th November 2022



IN COLLABORATION WITH SLCC, NALC, OVW, COUNTY ASSOCIATIONS

**This is to certify that
Kidsgrove Town Council
has signed up to the Civility & Respect Pledge**

Kidsgrove Town Council believes 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.

Certificate number: 806.

Kidsgrove Town Council 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.
- Put in place a training programme for councillors and staff.
- Sign up to Code of Conduct for councillors.
- Have in place good governance arrangements in place including, staff contracts, and Dignity at Work Policy.
- Commit to seek professional help at early stages should civility and respect issues arise.
- Commit to calling out bullying and harassment when it happens.
- Continue to learn from best practice in the sector and aspire to being a role model / champion council e.g., via Local Council Award Scheme.
- Support the continued lobbying for the change in legislation to support the Civility and Respect Pledge including sanctions for elected members where appropriate.

Signed on behalf of the council by:

Chairperson/Mayor: _____ Date: _____