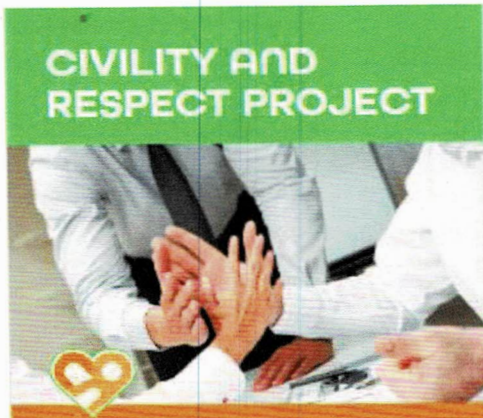


CONGLETON TOWN COUNCIL

COMMITTEE:	Council		
Report from	Chief Officer		
MEETING DATE AND TIME	Thursday 29 th September 2022	Time 7.00 pm	Location Town Hall
Agenda item Report Name	13 Civility & Respect Pledge		
Background	<p>The objective of the Civility & Respect Pledge is more far-reaching than the title states, this is about culture change within this sector which includes councillors, employees, members of the public, representatives of partner organisations and volunteers.</p> <p>This initiative is supported by the National Association of Local Councils (NALC) and the Society of Local Councils and Clerks (SLCC) who have recognised the increasing amount of disrespect that is currently being shown.</p> <p>By signing the Pledge, we are agreeing that the council will treat councillors, clerks, employees, members of the public, and representatives of partner organisations and volunteers with civility and respect in their roles and that it:</p> <ul style="list-style-type: none"> • has put in place a training programme 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. • supports the continued lobbying for change in legislation to support the Civility and Respect Pledge, including sanctions for elected members where appropriate. <p>Full details are contained within Appendix 1 and 2</p>		
Environmental Consideration	The working environment will be significantly improved for many Councils by adopting this initiative.		
Equality	Recognising equality is a key part of this initiative.		
Financial	Where required we have training budgets still available for this financial year and training budgets for 2024-25		
Proposal	To sign up to the Civility and Respect Pledge and ensure training is available where needed for officers and councillors		



Civility & Respect

IN COLLABORATION WITH SLCC, NALC, OVW, COUNTY ASSOCIATIONS

WE INVITE COUNCILS TO SIGN UP TO THE CIVILITY AND RESPECT PLEDGE



Unfortunately, as we know only too well in our sector there is, and has, been a problem with lack of civility and respect in some councils, leading to bullying and harassment. Although this is in the minority it is nonetheless significant and can have a serious detrimental impact on the well-being of those involved, the functionality and finances of the council, as well as the local community.

There is no place for bullying, harassment, and intimidation within our sector and signing up to the Civility and Respect Pledge is one of the ways a council can demonstrate that it is committed to standing up to poor behaviour across our sector, and to demonstrate positive changes which support civil and respectful conduct.

By signing the pledge, your council is agreeing that it will treat councillors, clerks, employees, members of the public, representatives of partner organisations, and volunteers with civility and respect in their roles. We invite all councils to include an agenda item to review the statements and sign up to the Civility and Respect Pledge.

Visit our dedicated webpages for more information -

www.slcc.co.uk/news-publications/civility-respect-project & www.nalc.gov.uk/our-work/civility-and-respect-project

CIVILITY AND RESPECT TRAINING

Our project team has worked with key partners across the sector to create a brand-new series of virtual workshops designed to address many of the civility and respect issues our sector is facing. We are delighted to share the first range of this training with you. The cost for attendance is supplemented by the project until Dec 2022, and the prices advertised are 50% of the usual delegate fees.

Breakthrough Communication are experts in the field of training for local councils. They have created a **suite of bespoke workshops and resource packs** for local council clerks, officers, and councillors as part of the Civility and Respect Project.

Each package comprises useful guides and custom-designed toolkits as well as access to on-demand and live virtual training events.



There are separate packages for officers and councillors, to book your place visit www.breakthroughcomms.co.uk/civility-respect/

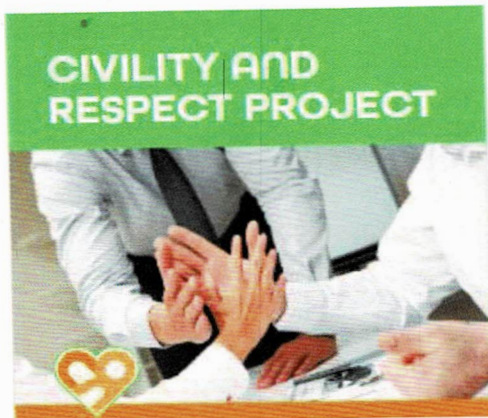
****Resilience and Emotional Intelligence - What it means in practice for clerks and council officers****

Delegate fee: £30

Develop a better understanding of where our behaviour comes from, what resilience means for us in the context of our different local council roles, and explore role-focused scenarios. Take away strategies to manage and deal with different situations effectively, including a useful resource pack for building your own resilience and emotional intelligence.

****Leadership in Challenging Situations - Dealing with challenging situations & working with others effectively**** *Delegate fee: £30*

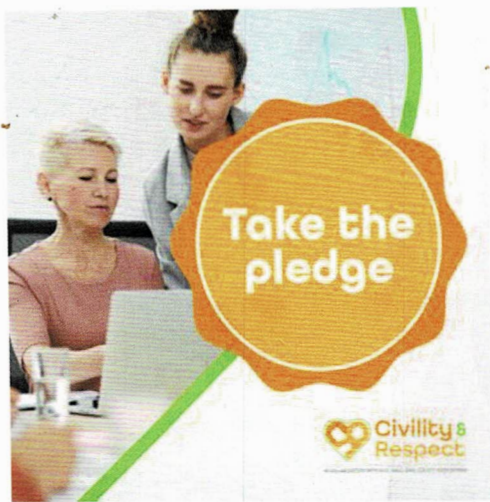
Explore how to deal with a range of role-focused challenging situations and how we can work with others more effectively. Consider different leadership styles and approaches in the context of your role, which styles we personally 'default' to and how to lead effectively for different situations. We'll also consider how to build, support, and get the most from an effective and motivated team.



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