

# ABINGDON TOWN COUNCIL

<b>Report to</b>	<b>Town Council</b>
<b>Meeting date</b>	<b>18<sup>th</sup> March 2026</b>
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<b>Agenda item</b>	<b>Item 12</b>

## **CIVILITY & RESPECT PLEDGE**

### 1. **Purpose of the Report**

1.1 To explain the purpose of the Civility and Respect Pledge and for Council to give consideration to adopting this.

### 2. **Summary**

2.1 The National Association of Local Councils (NALC), the Society of Local Council Clerks (SLCC) 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. By our council signing up to the civility and respect pledge we are demonstrating that our 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. **Action required**

3.1 To agree the Dignity at Work Policy

3.2 To agree the Councillor Officer Protocol

3.2 To affirm and sign the Civility and Respect Pledge

### 4. **Link to strategic plan and objectives.**

KO2: To develop a resilient, sustainable town which will provide a home for residents now and in the future.

KO4. To work with community partners to support those who are vulnerable and in need and to create opportunities to increase social inclusivity.

5. **Key information and options**

The National Association of Local Councils (NALC), the Society of Local Council Clerks (SLCC), 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.

By our council signing up to the civility and respect pledge we are demonstrating that our 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.

Signing up is a simple process, which requires councils to register and agree to the following statements:

1. 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.
2. Our council has put in place a training programme for councillors and staff
3. Our council has signed up to Code of Conduct for councillors
4. Our council has good governance arrangements in place including, staff contracts, and a dignity at work policy.
5. Our council will commit to seeking professional help in the early stages should civility and respect issues arise.
6. Our council will commit to calling out bullying and harassment if and when it happens.
7. 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
8. 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.

The policies and protocols required, which the Council does not currently have, attached are:

Appendix A: Dignity at Work Policy

Appendix B: Member/Officer Protocol, (Civility and Respect)

The attached draft policy and protocol enable the Council to meet the minimum standards to sign up to the pledge, and over the coming year, and term of the new Council, this can be built on and integrated to renewed policies across the Council to reinforce and improve a positive culture in our workplace.

It is recommended that the Council joins the 1,164 other Councils across the country that have pledged to support the project and 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.

Members should also note that signing the pledge is necessary in order for the Council to achieve a Bronze Level in the Local Council award scheme, which officers will be working towards over the next year.

6. **Climate change/green implications**

6.1 No climate implications.

7. **Financial/budget implications**

7.1 There are no financial/budget implications.

8. **Consultation implications**

8.1 There are no matters within the report on which we should consult.

9. **Supporting papers and appendices**

Appendix A

Appendix B