



Kingsbury Parish Council

Working for the local community in
North Warwickshire

Doc: KPC-POL-12
Issue: September 2024
Web: www.kingsbury-pc.gov.uk
Email: kingsburypc@outlook.com

Bullying and Harassment Statement

Kingsbury Parish Council's (KPC) Statement aligns to that of the National Association of Local Councils (NALC).

At KPC, 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.



IN COLLABORATION WITH SLCC, NALC, OVW, COUNTY ASSOCIATIONS

This policy applies throughout all Council Meetings, but it also applies to any Councillor or Council Staff away from Council Meetings.



Reviews

This statement will be reviewed annually.

Adopted at the Parish Council Meeting on 18th September 2024 (Minute No 388)

Revision Control

Revision	Details of Change
Feb 22	New
Sep 24	Re-formatted on new template. Review period added