

## LEEDS PARISH COUNCIL

### Civility and Respect Policy

#### **MISSION STATEMENT**

Civility and respect should be at the heart of public life and good governance is fundamental to an effective and well-functioning democracy at all levels.

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 Parish 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.

This policy applies throughout all parish council meetings, but it also applies to any Councillor or Council staff outside of council meetings.