

Cranborne & Edmondsham Parish Council

Zero Tolerance Policy

Introduction:

Cranborne & Edmondsham PC (C&EPC) treats everyone with respect and courtesy and asks those members of the public to treat councillors, staff, and volunteers in the same manner. This policy does not seek to diminish any individual's right to free speech or their right to criticise the work of either the collective council, individual councillors or staff. It does however aim to ensure that any such views are expressed in an appropriate and non-threatening or non-abusive manner.

This policy covers.

- anyone involved in working for, volunteering, or representing C&EPC.
- any person liaising with C&EPC or any representative of C&EPC.

Definitions and Limitations:

C&EPC is not prepared to tolerate abuse, aggression, intimidation, bullying or threats made in person, over the telephone or in written communication, including on social media.

Although not an exhaustive list, C&EPC considers threatening behaviour to include:

- Attempted or actual aggressive, threatening, or physical actions made towards any councillor, staff, contractor or volunteer.
 - The use of aggressive, threatening, or abusive language, (including raising of the voice, swearing, shouting, or written) which threatens or intimidates councillors, staff, or volunteers.
- This policy applies throughout all council meetings, but it also applies to any councillor, staff, contractor, or volunteer away from council meetings but only in so far as it relates to the business of C&EPC.

Reporting and Monitoring:

Any incident or threat of abuse, intimidation or aggression whether made in person, over the telephone or in written communication, including on social media will be recorded and kept on file.

C&EPC reserves the right to remove any offender from council meetings and cease all contact with them with immediate effect.

C&EPC reserves the right to cease all contact with any offender where the incident takes place away from council meetings. In this situation the offender will be notified either verbally or in writing that their conduct is not acceptable and that the details of the incident have been logged. It will be stated that only acceptable written correspondence, either by post or email will be permitted in the future from them. Where appropriate, C&EPC will consider reporting the incident or series of incidents to the Police.

Review:

This policy will be reviewed annually or earlier if regular or serious incidents require that the policy needs to be revised.