

Recommendation to Council

16 May 2024

From Audit and Governance Committee 15 April 2024

Sexual Harassment Policy

For Decision

Portfolio Holder: Cllr S Flower, Leader of the Council

Local Councillor(s): All

Executive Director: J Mair, Director of Legal & Democratic

Report Author: Jonathan Mair

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Report Status: Public

Recommendation: That Full Council endorses the publication of Guidance to Councillors about the Council's Sexual Harassment Policy.

Reason for Recommendation

The Equality Act 2010 provides legal protections for workers from sexual harassment at work. The staff policy explains how the Council fulfils its legal obligations but does more than that and aims to enable a safe culture at work, free from sexual harassment.

Endorsement by the Audit and Governance Committee of guidance to councillors further strengthens this commitment and will enable the guidance to form part of the induction of councillors after elections in May 2024.

Appendices

(1) Sexual Harassment Policy (January 2023)

(2) Draft Guidance to Councillors about the Council's Sexual Harassment Policy

Background papers - None