



WESTON-SUPER-MARE TOWN COUNCIL

Civility & Respect Pledge

History of Pledge Changes

Date	Version	Author	Origin of change e.g. change in legislation	Changed by

This pledge applies to Weston-super-Mare Town Council.

Date pledge originally considered	22.11.2022
Approved by	September 2025
Review cycle	Bi -Annually from September 2025
Review date	September 2027

Weston-super-Mare Town Council

Civility & Respect Pledge –Statement

Background

Weston-super-Mare Town Council originally considered the Civility & Respect Pledge principles on **22nd November 2022**. This statement serves as a proactive review and reaffirmation of our ongoing commitment to uphold civility and respect in everything we do.

Our Commitment

By formally adopting the Pledge, Weston-super-Mare Town Council confirms that it:

- 1. Treats all councillors, the Town Clerk, staff, members of the public, representatives of partner organisations, and volunteers with civility and respect in their roles.**
This aligns with the core intent of the Civility & Respect Pledge—to stand up against poor behaviour and foster positive conduct across the local council sector.
- 2. Has put in place a training programme** for councillors and staff as required.
- 3. Has signed up to the Code of Conduct for councillors.**
- 4. Maintains good governance arrangements**, including staff contracts and a **Dignity at Work policy**.
- 5. Will seek professional help at early stages** should issues related to civility or respect arise.

6. **Commits to calling out bullying and harassment**, whenever it occurs.
7. **Will continue learning from best practices in the sector** and aim to be a **role model or Champion Council**, e.g., through the Local Council Award Scheme.
8. **Supports continued lobbying for legislative improvements**, including sanctions for misconduct by elected members where appropriate.

Summary Table

Commitment	Status
Respect for all involved	TBC
Training Policy for all councillors & staff	In place
Code of Conduct adherence	Adopted
Governance + Dignity policy	To be developed
Early professional support	Committed
Anti-bullying / harassment stance	Zero tolerance
Sector leadership aspiration	Champion Council aim
Legislative advocacy	Supported

The council confirms this commitment in full and will continue to build on our progress to maintain high standards of civility, professionalism, and respect in all council affairs.

Appendix 1 – Nalc, SLCC & One Voice Wales supporting information

Definition of Civility and Respect

Civility means politeness and courtesy in behaviour, speech, and in the written word.

Examples of ways in which you can show respect are by listening and paying attention to others, having consideration for other people's feelings, following protocols and rules, showing appreciation and thanks, and being kind.

The National Association of Local Councils (NALC), the Society of Local Council Clerks (SLCC), and One Voice Wales (OVW), 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:

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