

SUBJECT:	Dignity at Work Policy (Corporate)
MEETING:	CABINET
DATE:	January 2019
DIVISION/WARDS AFFECTED:	All

1. PURPOSE:

The purpose of this report is to introduce the revised Dignity at Work Policy.

This policy is designed both to help prevent any harassment and bullying and to offer support to any colleague who feels that they are being harassed or bullied. It aims to assist in developing and encouraging a working and learning environment and culture in which harassment and bullying are known to be unacceptable, and where colleagues have the confidence to report harassment or bullying without fear or intimidation.

2. RECOMMENDATIONS:

That the revised Dignity at Work Policy be approved by Cabinet.

3. KEY ISSUES:

The current Harassment Policy and Procedure is dated 2006 and requires an update following specific legislative changes, notably the Equality Act 2010. The Act harmonised and replaced previous legislation such as the Race Relations Act 1976 and the Disability Discrimination Act 1995. The Act covers the same groups that had been protected by previous equality legislation - age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership and pregnancy and maternity. These are called 'protected characteristics'.

4. REASONS:

All colleagues are entitled to a work in an environment which is free from bullying, intimidation, harassment or victimisation and to be treated with dignity, respect and courtesy.

This policy is revised to ensure it is up to date, that it is fit for purpose and that it enables more effective management of casework.

Harassment is "unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual".

Harassment applies to all protected characteristics except for pregnancy and maternity and marriage and civil partnership. Colleagues are able to complain of behaviour that they find

offensive even if it is not directed at them, and the complainant need not possess the relevant characteristic themselves.

The aims of the Dignity at work policy are:

- Support and sustain a positive and thriving working environment for all colleagues free from any form of inappropriate or unacceptable behaviour;
- Provide a framework for respect and good conduct to prevent and eliminate all forms of bullying and harassment
- Provide a mechanism by which complaints can wherever possible be addressed in a timely way
- Set out the responsibilities for managing and supporting colleagues when concerns are raised under the Dignity at Work policy

5. RESOURCE IMPLICATIONS:

None

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

The Equality Impact Assessment is attached.

7. CONSULTEES:

All recognised trade unions

8. BACKGROUND PAPERS:

None

9. AUTHOR:

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10. CONTACT DETAILS:

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