

Dignity at Work

Relevant Portfolio Holder	Cllr Fisher
Portfolio Holder Consulted	Yes
Relevant Head of Service	Deb Poole – Head Of Transformation & Organisational Development
Ward(s) Affected	N/A
Ward Councillor(s) Consulted	N/A

1. SUMMARY OF PROPOSALS

- 1.1 Members are asked to consider the Dignity at Work Policy.
- 1.2 The Council, together with the Trade Unions are committed to working towards creating a working environment in which all employees are treated fairly, with dignity and respect, and where a zero tolerance approach to harassment, discrimination, bullying or victimisation is taken.
- 1.3 The policy was written by a working group comprising of representatives from Human Resources, Employees, Management, Trade Unions and Phone a Friend Volunteers.
- 1.4 The Policy has been seen and commented upon by the CMT, Trade Unions and the Staff Survey Programme Board who are supportive of this Policy

2. RECOMMENDATIONS

Executive is requested to **RECOMMEND** to Council the approval of the Dignity at Work Policy.

3. KEY ISSUES

3.1 Financial Implications

There are no direct financial implications arising from this policy.

3.2 Legal Implications

Unlawful discrimination, as legally set out by the Equality Act 2010, means treating a person or group of people less favourably based on a protected characteristic. The protected characteristics are; age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. It can be either direct or indirect.

- Direct discrimination is treating someone less favourably because of one or more of the attributes above and is determined through comparisons with how others have been treated in similar circumstances.
- Indirect discrimination happens when there is a policy or a rule or a way of doing things that might appear on the surface to be fair or neutral, but which has an unequal effect on certain groups of people.

The legal position in terms to bullying is more complex and there is no separate legislation which deals with workplace bullying in isolation. Bullying might be part of discriminatory behaviour or related to different legal principles. Employees who bully or harass a colleague may find, where a claim is proven, that their actions break criminal as well as civil/ employment law and become personally liable to pay compensation.

3.3 Service / Operational Implications

These policies are applicable to all service areas throughout the council.

The Dignity at Work Policy will be available to all employees on the Orb or in hard copy format where appropriate.

3.4 Customer / Equalities and Diversity Implications

The implementation of the Dignity at Work Policy will minimise the risk associated with bully / Harassment / Discrimination.

4. RISK MANAGEMENT

Implementation of the new Dignity at Work will help limit any future claims.

5. APPENDICES

Appendix 1 - Dignity at Work Policy

AUTHOR OF REPORT

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