

LLANTWIT FARDRE COMMUNITY COUNCIL
CYNGOR CYMUNED LLANILLTUD FAERDREF



COUNCIL MEETING

27TH April 2026

REPORT OF THE CLERK

LLANTWIT FARDRE COMMUNITY COUNCIL ANTI – HARASSMENT AND BULLYING POLICY

1. Purpose of the Report

This report introduces the Community Council's Anti-Harassment and Bullying Policy and outlines its purpose, scope, and intended impact. The policy has been developed to ensure a safe, respectful, and inclusive environment for all council members, employees, volunteers, and members of the public who engage with the council

2. Background

The Community council play a vital role in representing and supporting local residents. In carrying out these responsibilities, it is essential that all interactions are conducted with professionalism, dignity, and mutual respect. Instances of harassment or bullying—whether verbal, physical, written, or online can undermine the effectiveness of the council and negatively affect individuals and the wider community.

The attached policy has been prepared in line with current best practices and relevant legislation to provide a clear framework for preventing and addressing unacceptable behaviour shown by the NALC

3. Objectives of the Policy

The Anti-Harassment and Bullying Policy aims to:

- Promote a culture of respect, equality, and inclusion
- Define harassment and bullying and provide clear examples of unacceptable behaviour
- Establish standards of conduct expected from councillors, staff, and associated individuals
- Provide clear procedures for reporting, investigating, and resolving complaints
- Protect individuals from victimisation when raising concerns
- Ensure appropriate action is taken where breaches occur

4. The policy applies to:

- All elected members of the Community Council
- Council employees and contractors
- Volunteers and representatives acting on behalf of the council
- Members of the public when engaging with council business

It covers behaviour occurring in:

- Council meetings (formal and informal)
- Council premises and events
- Digital communications, including email and social media
- Any setting where individuals are acting in a council-related capacity

5. KEY PRINCIPLES

The policy is underpinned by the following principles:

- Zero tolerance for harassment and bullying
- Fairness and confidentiality in handling complaints
- Timely and transparent procedures
- Support for those affected
- Accountability for inappropriate conduct

The policy will be communicated to all relevant parties and made publicly accessible. Training and guidance will be provided where appropriate to support understanding and compliance. The council will monitor the effectiveness of the policy and review it periodically to ensure it remains up to date and effective.

6. Recommendation

It is recommended that the Council:

1. Reviews the attached policy

2. Approves and formally adopts the Anti -harassment and bullying policy and commits to its implementation which will demonstrate the Councils dedication to maintain a safe and respectful environment.