

EAST HERTS COUNCIL

COPORATE MANAGEMENT TEAM 29 MAY 2012

LOCAL JOINT PANEL 13 JUNE 2012

HUMAN RESOURCES COMMITTEE 11JULY 2012

REPORT BY SECRETARY TO THE EMPLOYER'S SIDE

BULLYING & HARASSMENT POLICY REVIEW

WARD(S) AFFECTED: NONE

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**Purpose/Summary of Report**

- To approve the revised Bullying & Harassment Policy and Dignity at Work Statement

<b><u>RECOMMENDATIONS FOR CORPORATE MANAGEMENT TEAM: That:</u></b>	
(A)	The revised Bullying & Harassment Policy is approved
(B)	The Dignity at Work Statement is approved
<b><u>RECOMMENDATIONS FOR LOCAL JOINT PANEL: That:</u></b>	
(A)	The revised Bullying & Harassment Policy is recommended for approval.
(B)	The Dignity at Work Statement is recommended for approval
<b><u>RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE: That:</u></b>	
(A)	The revised Bullying & Harassment Policy is approved
(B)	The Dignity at Work Statement is approved

1.0 Background

1.1 The Council's Harassment & Bullying Policy was last reviewed in 2006. The Council's programme of policy review is after two years or sooner in line with legislation and best practice.

- 1.2 The Equality Act came into force in October 2010 which includes new provisions. A review of the policy was required to ensure it encompassed legislative and best practice changes.
- 2.0 Report
- 2.1 **Key changes**
- 2.2 The policy has been revised to focus on behaviour and a new Dignity at Work statement has been devised to support and encourage this.
- 2.4 The Confidential Advisor role has been removed, as support and guidance is now provided by line managers, Human Resources, union reps and the Council's confidential Employee Assistance Programme. In practice this role was not utilised in the past.
- 2.5 The Confidential Monitoring form has been updated to give greater emphasis to the informal stage of the procedure to encourage staff, where possible, to resolve any issues at this point.
- 2.6 The revised policy can be found at **Essential Reference Paper 'B'** and the new Dignity at Work Statement within the policy (Appendix A).
- 3.0 Implications/Consultations
- 3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

Background Papers - None

Contact Officer: Emma Freeman – Head of People, ICT and Property Services  
01992 531 635  
*Emma.Freeman@eastherts.gov.uk*

Report Author: Emma Freeman – Head of People, ICT and Property Services  
01992 531 635  
*Emma.Freeman@eastherts.gov.uk*