



**COUNCIL  
AGENDA ITEM 20  
13 May 2026**

**Tracey Brown  
Town Clerk and Responsible Financial Officer  
Saltney Town Council**

**CIVILITY AND RESPECT PLEDGE**

- 1 The civility and respect pledge sets out a number of important commitments designed to create an environment conducive to effective working avoiding many of the issues that can adversely impact on the general performance of councils.
- 2 There is no place for bullying, harassment, and intimidation within our sector and signing up to the Civility and Respect Pledge is one of the ways a council can demonstrate that it is committed to standing up to poor behaviour across our sector, and to demonstrating positive changes which support civil and respectful conduct.
- 3 One Voice Wales would strongly encourage you to complete and sign the pledge and to let us have a copy of the signed version so that we can retain a central register of those councils who have made this important commitment.
- 4 By signing the Pledge, your council is agreeing that it will treat councillors, clerks, employees, members of the public, and representatives of partner organisations and volunteers with civility and respect in their roles, and that it:
  - has put in place a training programme for councillors and staff
  - has signed up to the Code of Conduct for councillors
  - has good governance arrangements in place including staff contracts and a Dignity at Work policy
  - will seek professional help at early stages should civility and respect issues arise
  - will commit to calling out bullying and harassment if and when it happens
  - will continue to learn from best practice in the sector and aspire to being a role model / champion council e.g., via Local Council Award Scheme
  - supports the continued lobbying for change in legislation to support the civility and respect, including sanctions for elected members where appropriate

**RECOMMENDED: That  
Saltney Town Council sign up to the Civility and Respect Pledge.**



**Civility &  
Respect**