



Zero Tolerance Policy Hullbridge Parish Council

We treat everyone with courtesy and respect and ask for the same in return. We ask that you treat your Councillors and Council Staff courteously without violence, abuse or harassment.

Councillors and Council Staff have the right to carry out their Civic Duties and Work without fear of being attacked or abused. Any behaviour whether that be verbal, physical or in writing, which causes either Councillors or Council Staff to feel uncomfortable, embarrassed, or threatened, is totally unacceptable.

The Zero Tolerance policy includes abuse, aggression or threats made in person, over the telephone or in written communication, including on social media. The Parish Council considers threatening behaviour to be:

Attempted or actual aggressive, threatening or physical actions made towards any Councillor or member of staff.

The use of aggressive, threatening, or abusive language, (including raising of the voice, swearing, shouting or in writing) which threatens or intimidates Councillors or Council Staff

This policy applies throughout all Council Meetings, but it also applies to any Councillor or Council Staff away from Council Meetings but only in so far as it relates to the business of the Parish Council.

Any instance or threat of abuse, aggression whether made in person, over the telephone or in written communication, including on social media will be reported to the Police and recorded in an Incident Log and the Parish Council reserve the right to remove any offender from Council Meetings and cease face to face or phone contact with them with immediate effect. In this situation the offender will be notified either verbally or in writing that their conduct is not acceptable and that the details of the incident have been logged and passed to the Police and it will be stated that only acceptable written correspondence, either by post or email will be permitted in the future from them.

Signed this 11th day of Sept 2023

Chairman

Clerk and Responsible Finance Officer