Reviewing our approach (**Creating a culture of safety and respect)**

**0: Not Addressed:** No action taken or significant deficiencies observed.

**1: Partial Implementation:** Some measures in place but room for improvement.

**2: Comprehensive Implementation:** Meets or goes above and beyond the requirements of the statement.

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| **Zero-tolerance approach to abuse: Establish and enforce a local approach that clearly outlines expectations for interactions and promotes respectful debate.** | | | | Total score | **Evidence** |
| **\_\_\_ / 10** |
| **Statement** | **0: Not Addressed** | **1: Partial** | **2: Comprehensive** | |
| We have developed a shared understanding with councillors, which we promote publicly, as to what constitutes abuse and intimidation and clarified actions the council may take to address abuse of councillors. |  |  |  | |  |
| We actively promote respectful debate and constructive engagement among councillors, council staff, and the wider community, fostering an atmosphere of civility and mutual respect across all interactions. |  |  |  | |  |
| We have effectively communicated and equipped councillors to communicate clear expectations for interactions, wherever they take place, between councillors and the public that prioritise inclusive, respectful, and constructive dialogue. |  |  |  | |  |
| We provide ongoing awareness campaigns and training initiatives to equip councillors and council staff with the skills to identify, address, and prevent abusive behaviour effectively, fostering a culture of accountability and support. |  |  |  | |  |
| We regularly evaluate our practices and procedures to ensure alignment with evolving standards and best practices, fostering a culture of continuous improvement and adaptation to effectively address abuse and intimidation within our organisation. |  |  |  | |  |