

Para.	Recommendation	Proposed Action
106	<p>That the Council demonstrates that it positively expects officers to raise issues of unacceptable behaviours, whether these are committed by councillors or not, and for officers to be confident that if they do so their concerns will be taken seriously, and they will not be treated unfairly for doing so.</p>	<p>Agreed.</p> <p>The publication of this report and those relating to the Member Code of Conduct complaints has already provided confidence to staff that such complaints will be taken seriously. However, further activity will be undertaken in conjunction with Unison and joint briefings provided to staff to further increase and enhance confidence. These briefings will be provided by early December 2019.</p> <p>In addition, Group Leaders have agreed to introduce Member "Respect Champions". This will be mirrored by officers who are being asked to come forward to represent staff. The role of these "champions" would be to provide a further safe mechanism for staff and members to come forward with concerns. Further details will be circulated before the end of November 2019.</p>
107	<p>That the further training for both officers and members on equality and diversity is put in place promptly.</p>	<p>Agreed.</p> <p>Joint training will be delivered as soon as practically possible. These will be mandatory sessions for all staff and members.</p>
108	<p>That the Council considers how it communicates to all officers that raising matters which concern them is the right thing to do and that they will be given support if they choose to do so.</p>	<p>Agreed.</p> <p>This is being considered within the Staff Survey which will be undertaken later this month. Further assurances will be provided via staff briefings to ensure access to adequate support. The Council's Employee Assistance Programme will also be promoted.</p>

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109	That where officers and members have experience of other workplaces their views about how the Council operates are sought to consider if they have useful suggestions from their previous roles.	<p>Agreed.</p> <p>In relation to officers, such views will be captured through the Staff Survey, which will be circulated later this month.</p> <p>In relation to members of the Council a survey will be developed and circulated before the end of December.</p>
110	That the Council assess its current arrangements whereby officers can raise concerns and consider if and how they need to be improved.	<p>Agreed.</p> <p>The Council is constantly reviewing its policies and procedures. Please see the response in relation to paragraph 106 above. It is acknowledged that officers will need assurance that they can effectively raise concerns.</p>