

Sexual Harassment in the workplace.

Report for Council June 2026

At the council meeting of 15 December 2025 it was agreed that all councillors ought to undertake the training before a policy could be adopted.

769. HR ISSUES

i) Members received an advice note about mandatory sexual harassment prevention. The Town Clerk explained the issue had been discussed with the Staff Management Committee in August and it had been agreed the Town Clerk would undertake a risk assessment.

RESOLVED: Members agreed to note.

ii) Members received the completed risk assessment and considered the recommendations therein.

RESOLVED: That since the Council as a whole constitutes The Employer, all councillors and staff should undertake relevant training as a matter of priority.

iii) Members received the draft policy.

RESOLVED: That the policy be reviewed after everyone has completed the training and are therefore better placed to comment.

Unfortunately not all councillors have completed the training, and the Town Council therefore has no policy in place, making it vulnerable if a claim against it is made.

TOWN CLERK'S RECOMMENDATION: that the decision of December is overturned and the policy be reviewed and adopted even though not all councillors have undergone the training.