

Report of the Portfolio Holder for Personnel and Resources

Sexual Harassment Policy1. Purpose of Report

To approve adoption of the Sexual Harassment Policy.

2. Recommendation

Cabinet is asked to consider the amended policy, which has been reviewed by the Policy Overview Working Group and the Local Joint Consultative Committee and RESOLVE that the new Sexual Harassment Policy be approved.

3. Detail

A new Sexual Harassment Policy has been introduced as a result of The Worker Protection (Amendment of the Equality Act 2010) Act. This Act places a legal duty for employers to proactively take reasonable steps to prevent sexual harassment in the workplace. Under the new Act, organisations are required not only to respond to incidents of harassment but to take proactive measures to prevent such incidents from occurring in the first place.

The measures include:

- Implementing policies that actively prevent harassment in the workplace,
- A guide to all employees and managers on recognising and addressing inappropriate behaviour
- Creating a safe and supportive environment where employees feel comfortable reporting any concerns.

Sexual Harassment has been split from the existing Bullying and Harassment Policy due to the new Legislation and seriousness of occurrence in the workplace. Whilst the process is largely the same, the creation of a separate policy indicates the Council's proactive approach to changing legislation in the workplace.

A Change Table has been added to the appendices to outline further changes.

All policies have been drafted in line with ACAS best practice and legal and statutory requirements.

4. Financial Implications

The comments from the Interim Deputy Chief Executive and Section 151 Officer were as follows:

There are no additional financial implications for the Council at this stage with any costs being contained within existing budgets. Any significant budget implications in the future, over and above virement limits, would require approval by Cabinet.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

There are no direct legal implications arising from this report, the policy has been updated in line with ACAS best practice and where relevant legal/statutory requirements.

6. Human Resources Implications

The comments from the Human Resources Manager were as follows:

Further Human Resources comment will be provided at the meeting.

7. Union Comments

The Union comments were as follows:

Further Union comment will be provided at the meeting.

8. Climate Change Implications

Any climate change implications are contained within the report.

9. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

As this is a change to policy, an equality impact assessment is included in the appendix to this report.

11. Background Papers

Nil.