

**TONBRIDGE & MALLING BOROUGH COUNCIL**

**CABINET**

**07 February 2006**

**Report of the Central Services Director**

**Part 1- Public**

**Matters for Recommendation to Council**

**1 ANTI-HARASSMENT POLICY**

**Summary**

**A report on the above matter was considered by the Policy and Best Value Committee on 24 January 2006 as part of the Council's policy framework. Members are referred to that report and the recommendations contained therein.**

**1.1 Amendments to proposed policy**

- 1.1.1 At the request of the Committee it is suggested that the line referring to calendars in the section of the policy headed "Examples of Harassment or Bullying" be replaced with "Displaying offensive visual material".

**1.2 Legal Implications**

- 1.2.1 The Borough Solicitor has confirmed that the updated policy complies with existing legislation and draft regulations pertaining to disability, age and gender discrimination.

**1.3 Financial and Value for Money Considerations**

- 1.3.1 Nil.

**1.4 Risk Assessment**

- 1.4.1 It is my considered view that failure to update and enforce the anti-harassment policy as amended would expose the Council to a risk of incurring compensation claims and public embarrassment.

**1.5 Recommendations**

- 1.5.1 The Policy and Best Value Committee recommended that the Anti Harassment Policy as amended above, be endorsed.

Background papers:

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Nil

Richard Jefferys  
Central Services Director