

Reviewing our approach (Creating supportive and informed spaces)

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.

Prioritise councillor wellbeing: Recognise and consider how your council can support councillor wellbeing and address the negative impacts of personal attacks and hurtful commentaries				Total score	Evidence
				3 / 10	
Statement	0: Not Addressed	1: Partial	2: Comprehensive		
We recognise and acknowledge the impact of abuse and intimidation on councillor wellbeing, ensuring that support services and resources are readily available and accessible.		1			All Members have access to a range of training resources via the Council's e-learning system. These resources include modules on dealing with violent behaviour, harassment, victimisation and bullying and supporting good mental health.
We prioritise councillor wellbeing by establishing regular and meaningful engagement opportunities where councillors can openly discuss their concerns and access support services as needed, ensuring they feel supported and valued.		1			
We promote a culture of self-care among councillors, encouraging boundary setting, stress management techniques, and healthy coping strategies.	0				
We equip and resource council staff to identify signs of distress in councillors and offer appropriate advice to support their personal wellbeing.		1			
We regularly evaluate the effectiveness of the wellbeing support program, soliciting feedback from councillors and stakeholders to identify areas for improvement and enhancement.	0				

Reviewing our approach (Creating a risk led approach)

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.

Identifying and mitigating risk: Consider broad risks across our political landscape as well as empowering individual councillors' so we can work together to proactively identify risks through dynamic and periodic risk assessments.				Total score	Evidence
Statement				3 / 10	
	0: Not Addressed	1: Partial	2: Comprehensive		
We equip councillors with the skills and resources to conduct their own risk assessments, empowering them to assess their role, responsibilities, visibility, and personal circumstances and flag when they need support from officers.	0				No formal risk assessment support currently exists for members
We provide councillors with guidance and advice to mitigate against specific risks identified through their own risk assessment.	0				See above. No formal advice currently provided on specific risks identified through a risk assessment
We encourage and facilitate open communication and collaboration between councillors and council staff to identify and escalate significant emerging risks, fostering a culture of transparency and shared responsibility in risk management.		1			
We offer additional individual risk assessment and mitigation support to councillors if higher risks are identified, ensuring that their safety and wellbeing are prioritised.		1			Whilst no formal process currently exists, Council staff are always available to offer support to Members if any risks are identified. This could be enhanced through the development of a formal process with named contacts.
We continuously monitor and review the effectiveness of risk mitigation measures, including as part of post incident reviews, soliciting feedback from councillors and stakeholders to adapt		1			No formal process for review exists, but any incident will be subject to review by the Chief Executive, Monitoring Officer (Director of Central Services &

strategies as needed and ensure ongoing safety and wellbeing.				Deputy Chief Executive) Safeguarding Officer (Esther Wright) and Policy, Scrutiny & Communities Manager. This could be enhanced through the development of a formal review process.
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Reviewing our approach (Creating an infrastructure)

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.

Clarity of process and responsibility: Clearly define the process for raising concerns and assign responsible individuals within the council to provide support to councillors. This includes collaboration across Local Authority tiers where relevant				Total score	Evidence
Statement				7 / 10	
	0: Not Addressed	1: Partial	2: Comprehensive		
We have established a clear process for raising concerns related to abuse or intimidation, including the roles and responsibilities of various stakeholders.			2		All Councillors are able to raise concerns directly with the Monitoring Officer, the Chief Executive or the designated Safeguarding Officer (Esther Wright). Any incidents of abuse can be escalated via the Community Safety Partnership.
We assign specific individuals within the council, such as designated safeguarding officers or welfare leads, to provide support and guidance to councillors who experience abuse.			2		The Council has a designated safeguarding officer who is able to provide support and guidance to councillors.
We ensure that councillors have access to comprehensive information about available support and how the council will handle reports of abuse, including communication channels and points of contact.		1			Any instances of abuse can be reported to the Monitoring Officer (Director of Central Services & Deputy Chief Executive), the Chief Executive or the designated Safeguarding Officer. However, this could be enhanced by the provision of a dedicated Councillor support page with details of contacts and how reports of abuse will be considered.
We equip and resource council staff to provide support to councillors who experience abuse			2		Senior Council staff are able to assist any member who is experiencing abuse

and help them to navigate the reporting process.				and to raise this with the relevant partner agency. We have experience of escalating incidents to Kent Police where necessary.
We regularly review and evaluate the effectiveness of the process, soliciting feedback from councillors and stakeholders to identify areas for improvement.	0			

Reviewing our approach (Creating connections)

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.

Relationships with local police (and wider partners as relevant): Proactively develop strong relationships with the police to enhance coordination and foster mutual understanding of abuse affecting councillors and the role of police in addressing it.				Total score	Evidence
Statement				9 / 10	
	0: Not Addressed	1: Partial	2: Comprehensive		
We establish regular communication channels and liaison arrangements with local police forces to facilitate collaboration on issues related to abuse affecting councillors.			2		We have very close links to Kent Police through the Community Safety Partnership and regular meetings take place between the Chief Inspector of Kent Police and the Council's Chief Executive. Any issues of abuse have been dealt with via these existing channels.
We provide councillors and council staff with clear advice on the role of the police in addressing abuse and the process for engaging with law enforcement agencies.		1			Advice is provided on an ad-hoc basis, as and when issues arise. A more formal guidance document could assist in enhancing this objective.
We promote mutual understanding and trust between councillors, council staff, and local police officers through various joint initiatives. This collaborative approach enhances coordination and fosters a shared understanding of addressing abuse affecting councillors.			2		The Council has adopted a protocol on Member/ Officer relations, which forms part of the adopted constitution.
We have established approaches for sharing information and intelligence related to serious instances of abuse, harassment, and threats, ensuring compliance with data protection and confidentiality requirements. This information exchange enables us to identify patterns and flag			2		We have established links with Kent Police and other agencies to share information via the Kent and Medway Information Sharing Protocol.

potential escalation, facilitating timely intervention and support for councillors facing abuse and intimidation.				
We establish mechanisms for monitoring and evaluating the effectiveness of the partnership with local police, including regular meetings and feedback sessions to continually make improvements.			2	We have frequent meetings (at least weekly) with Police and other partner agencies via the CSP (Community Safety Partnership) to review the effectiveness of our partnership.

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.

Zero-tolerance approach to abuse: Establish and enforce a local approach that clearly outlines expectations for interactions and promotes respectful debate.				Total score	Evidence
Statement				6 / 10	
	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.		1			The Council's adopted Code of Conduct defines what is meant by bullying and harassment.
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.			2		On 14 May 2024 the full Council considered and supported a motion relating to 'Debate Not Hate'. Members agreed that abuse of any sort was unacceptable, that behaviour in meetings and online should always be respectful and there should be less aggressive expression of opinions in writing, in the Council Chamber and especially on social media platforms. The Council's adopted code of conduct and protocol on Member/ Officer relations further promote the principles of mutual respect, trust and courtesy.
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,	0				

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.		1		
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.			2	The Council's constitution (which contains both the code of conduct and protocol on member/officer relations) is the subject of regular review.