



Date: Monday, 19 February 2024

Time: 10.00 am

Venue: Council Chamber, Shirehall, Abbey Foregate, Shrewsbury, Shropshire, SY2 6ND

Contact: Ashley Kendrick Democratic Services Officer,  
Tel: 01743 250893  
Email: [ashley.kendrick@shropshire.gov.uk](mailto:ashley.kendrick@shropshire.gov.uk)

## TRANSFORMATION AND IMPROVEMENT OVERVIEW AND SCRUTINY COMMITTEE

### TO FOLLOW REPORT (S)

#### **8 Bullying and Harassment Task and Finish Group (Pages 1 - 6) APPENDIX 10**

Members are asked to consider the report of the Bullying and Harassment Task and Finish Group, presented by Councillor Ruth Houghton.

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## Ashley Kendrick

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**From:** Ash Silverstone  
**Sent:** 13 February 2024 14:36  
**To:** Tia Clarke; Sam Williams; Sam Collins-Lafferty; Miranda Garrard; Ruth Houghton; Julian Dean; Joyce Barrow; Julia Buckley; Caroline Bagnall; David Evans; Roger Evans; Tom Dodds; Claire Braddock  
**Subject:** Re: (Follow-Up) Bullying & Harassment | Task & Finish Group

Hi Tia,

Please see a statement below from UNISON:

*As the largest Representative Body of staff at Shropshire Council, UNISON welcomes the partnership working between Members, Officers, and UNISON that this Task and Finish Group has brought about. UNISON is fully committed to creating a work environment where everyone is treated with dignity and respect, and where bullying, harassment, discrimination, and/or victimisation are not tolerated. It is well known that bullying, harassment, discrimination, and victimisation/or can have serious consequences for the health, wellbeing, and performance of staff, as well as the reputation and efficiency of the Council.*

*UNISON believes that all staff have the right to work in a safe and supportive environment, where they can raise concerns without safe in the knowledge that they will be able to access effective support and representation, and that their concerns will be dealt with.*

*UNISON has been actively involved in the work undertaken as part of this Task and Finish Group and wider work to review and update the Council's policies and procedures for dealing with bullying, harassment, discrimination, and victimisation. UNISON believes that this process evidences that by working together, Members, Officers and the Trade Unions can bring about positive change in the working lives of Shropshire Council staff, which will ultimately lead to improved outcomes for the communities the Council serves.*

*UNISON welcomes the progress made by the Task and Finish Group and recognises the commitment and efforts of all the stakeholders involved. UNISON supports the adoption and implementation of the revised policy and guidance and hopes that they will lead to positive changes in the way that staff are treated and supported should they experience bullying, harassment, discrimination and/or victimisation as a result of their work. However, UNISON is clear that whilst the work of the Task and Finish Group has come to an end, this cannot be the end of the work done to improve the working lives of those that work at Shropshire Council, and believes that the revised policy and procedure should be reviewed regularly, taking into account the learning from how any cases of bullying, harassment, discrimination and/or victimisation are handled as part of an ongoing commitment to continuous improvement.*

*UNISON will continue to work with the Council, it's Members and Officers to promote a respectful and inclusive work environment, where bullying, harassment, discrimination and/or victimisation are not accepted and an environment where staff can thrive and deliver the high-quality services to Shropshire's communities that the Council rightly aims to provide.*

If you require anything further, please let me know.

Thanks

A

Ash Silverstone

**Branch Secretary**

**Member, UNISON National Executive Council**

**Member, UNISON National Black Members Committee | President, Shropshire & Telford Trades Union Council**

UNISON Shropshire General Branch

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**From:** Tia Clarke <Tia.Clarke@shropshire.gov.uk>

**Sent:** 07 February 2024 14:55

**To:** Sam Williams <sam.williams@shropshire.gov.uk>; Sam Collins-Lafferty <sam.collins-lafferty@shropshire.gov.uk>; Miranda Garrard <miranda.garrard@shropshire.gov.uk>; Ruth Houghton <Ruth.Houghton@shropshire.gov.uk>; Julian Dean <Julian.Dean@shropshire.gov.uk>; Ash Silverstone <Ash.Silverstone@shropshire-unison.org.uk>; Joyce Barrow <joyce.barrow@shropshire.gov.uk>; Julia Buckley <Julia.Buckley@shropshire.gov.uk>; Caroline Bagnall <Caroline.Bagnall@shropshire.gov.uk>; David Evans <david.evans@shropshire.gov.uk>; Roger Evans <roger.evans@shropshire.gov.uk>; Tom Dodds <Tom.Dodds@shropshire.gov.uk>; Claire Braddock <claire.braddock@shropshire.gov.uk>

**Subject:** (Follow-Up) Bullying & Harassment | Task & Finish Group

Good Afternoon,

I hope you are all well!

Based on today's meeting, the three attending Members (Cllr Joyce Barrow, Cllr David Evans and Cllr Roger Evans) agreed with the proposed content of the report and this is to now go out for Friday 19<sup>th</sup> of February, along with the agenda.

@Ash Please could you provide a statement based on previous notes, this will now go out as an appendices as opposed to the main body. As the report is to go out for Friday 19<sup>th</sup>, could your statement please be received by close of play on Tuesday 13<sup>th</sup>?

I hope you all have a lovely week! 😊

Kindest regards,

Tia Clarke

PA to Sam Williams - Assistant Director of Workforce & Improvement Resources Directorate | PA to Tim Collard – Assistant Director of Legal and Governance Resources Directorate

T: 01743253762 E: [tia.clarke@shropshire.gov.uk](mailto:tia.clarke@shropshire.gov.uk) W: [www.shropshire.gov.uk](http://www.shropshire.gov.uk)

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**From:** Tia Clarke

**Sent:** Friday, January 26, 2024 9:44 AM

**To:** Sam Williams <[sam.williams@shropshire.gov.uk](mailto:sam.williams@shropshire.gov.uk)>; Sam Collins-Lafferty <[sam.collins-lafferty@shropshire.gov.uk](mailto:sam.collins-lafferty@shropshire.gov.uk)>; Miranda Garrard <[miranda.garrard@shropshire.gov.uk](mailto:miranda.garrard@shropshire.gov.uk)>; Ruth Houghton <[Ruth.Houghton@shropshire.gov.uk](mailto:Ruth.Houghton@shropshire.gov.uk)>; Julian Dean <[Julian.Dean@shropshire.gov.uk](mailto:Julian.Dean@shropshire.gov.uk)>; Ash Silverstone <[Ash.Silverstone@shropshire-unison.org.uk](mailto:Ash.Silverstone@shropshire-unison.org.uk)>; Joyce Barrow <[joyce.barrow@shropshire.gov.uk](mailto:joyce.barrow@shropshire.gov.uk)>; Julia Buckley <[Julia.Buckley@shropshire.gov.uk](mailto:Julia.Buckley@shropshire.gov.uk)>; Caroline Bagnall <[Caroline.Bagnall@shropshire.gov.uk](mailto:Caroline.Bagnall@shropshire.gov.uk)>; David Evans <[david.evans@shropshire.gov.uk](mailto:david.evans@shropshire.gov.uk)>; Roger Evans <[roger.evans@shropshire.gov.uk](mailto:roger.evans@shropshire.gov.uk)>; Tom Dodds <[tom.dodds@shropshire.gov.uk](mailto:tom.dodds@shropshire.gov.uk)>; Claire Braddock <[claire.braddock@shropshire.gov.uk](mailto:claire.braddock@shropshire.gov.uk)>

**Cc:** Tim Collard <[tim.collard@shropshire.gov.uk](mailto:tim.collard@shropshire.gov.uk)>

**Subject:** (Requires Comment) Bullying & Harassment | Task & Finish Group

**Importance:** High

Good Morning,

I hope you are all well!

Please see the link to the Bullying & Harassment Group Report for your review and comments: [BH T&F Group report FOR COMMENT.docx](#)

[@Ash Silverstone](#) – Please could we have your input on page 11, section 5.3 which has been highlighted in red.

This is the master document, allowing changes to be saved automatically without the need to send a separate copy, should you experience any issues accessing the link above, please do let me know.

I hope you all have a lovely day!

Kindest regards,

Tia Clarke

PA to Sam Williams - Assistant Director of Workforce & Improvement Resources Directorate | PA to Tim Collard – Assistant Director of Legal and Governance Resources Directorate

T: 01743253762 E: [tia.clarke@shropshire.gov.uk](mailto:tia.clarke@shropshire.gov.uk) W: [www.shropshire.gov.uk](http://www.shropshire.gov.uk)

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