

# **PERFORMANCE MANAGEMENT SCRUTINY COMMITTEE**

**11 JANUARY 2022**

## **PROPOSALS FOR TASK AND FINISH GROUP**

### **Bullying & Harassment Policy – Scrutiny Review/Task & Finish Group**

#### **Background**

A request has been made by Group Leaders for Scrutiny to review the current policy in place relating to bullying and harassment of council employees by third parties and the protections that are put in place when this occurs.

#### **Proposal**

1. A task and finish group to be established to review the current policy and discuss/propose amendments and enhancements to the policy.
2. Best practice, policy, benchmarking and advice from other Local Authorities, West Midlands Employers and professional bodies i.e. Chartered Institute of Personnel & Development (CIPD) will be sought to inform proposals.
3. The group to provide recommendations to Performance Management Scrutiny Committee at the next available meeting.
4. Recommendations will then be put forward to the Employee Joint Consultative Committee (EJCC) for final sign off (in line with the employee policy sign off arrangements outlined in the constitution).

#### **Membership**

- Members nominated by Group Leaders
- Assistant Director – Workforce & Improvement
- HR/OD Manager
- Assistant Director – Legal & Governance
- Recognised Trade Union Representatives (Unison, GMB, Unite)

#### **Timescale**

The Task and Finish Group to meet during January and February and make recommendations to PMSC at the next available meeting.