

DIGNITY AT WORK POLICY**REPORT OF THE CHIEF FIRE OFFICE****For Approval****1. PURPOSE OF REPORT**

- 1.1 To seek approval for the Authority's Dignity at Work attached as Appendix 1.

2. RECOMMENDATION

- 2.1 To approve the Authority's Dignity at Work Policy attached as Appendix 1.

3. DIGNITY AT WORK POLICY

- 3.1 The Authority's Dignity at Work Policy, previously known as Anti-Bullying at Work Policy, and attached as Appendix A, has been routinely reviewed in line with the Authority's Policy Framework arrangements.
- 3.2 The Policy title has been changed to reflect our positive approach of maintaining a positive workplace culture that is free from bullying, harassment and victimisation, where all staff are considerate of each other and treat each other with respect.
- 3.3 The Policy statement, roles and responsibilities still reflect the original policy and have been update only to reflect role title changes and formatting.
- 3.4 A procedure implements the Policy; this too has been updated and continues to support staff through the adoption of a more timely and effective approach to resolution of bullying and harassment; this includes interventions to aid informal resolution as appropriate e.g. the use of mediation.
- 3.5 In addition, where actions require an escalation to a more formal resolution the revised procedure proposes that this will progress through the utilisation of the discipline policy rather than the grievance policy, as dignity at work is about conduct and behaviour. This will also reduce timescales to resolutions by elimination the duplication of investigation.

- 3.6 The Policy has been equality impact assessed in accordance with the Brigade's procedure. The findings of the Impact Assessment conclude that the Dignity at Work Policy and Procedure does not have a detrimental impact on any group of staff, including those with one or more protected characteristics. Conversely, the Dignity at Work Policy and Procedure is considered to provide additional benefits to staff, in the context of protection against unacceptable behaviour
- 3.7 The Dignity at Work Policy has been subject to consultation with Unison and the Fire Brigades' Union and no issues have come to light.

IAN HAYTON
CHIEF FIRE OFFICER

KAREN WINTER
ASSISTANT CHIEF FIRE OFFICER
STRATEGIC PLANNING AND RESOURCES