

# BARLBY AND OSGODBY TOWN COUNCIL

Council Manager : Mrs Dianne Dumbell  
Barlby Library and Community Hub  
Howden Road, Barlby, SELBY, Y08 5JE  
Tel : 01757 213121  
Email : barlby.pc@btinternet.com

## ZERO TOLERANCE POLICY

### 1. INTRODUCTION

The Councils adopted Code of Conduct includes general obligations (Para 3 section 2). Standing Orders include provisions relating to conduct at Meetings.

### 2. STATEMENT OF INTENT

In support of our commitment to respect others, Barlby and Osgodby Town Council will not tolerate unacceptable behaviour on land or premises owned or managed by the Council or at properly convened Meetings (on Council property\* or at other venues). This policy reflects the spirit in which the Council intends to protect staff, volunteers^ and members of the public. The Council will issue this policy to all employees as part of their induction and to all Councillors as part of their welcome pack.

### 3. EXPECTED STANDARDS OF BEHAVIOUR

The Council has a duty to provide a safe and secure environment. Unacceptable or abusive behaviours will not be tolerated and action will be taken to protect staff, volunteers and members of the public, including bans from Council Property\*, legal proceedings and involving the Police.

The following is a list of unacceptable behaviours, abuse and harassment :  
(this list is not exhaustive and may be amended from time to time)

- **Violence or aggression**
- **Threatening or abusive language or behaviour**
- **Swearing or offensive remarks**
- **Noise, intrusion or shouting**
- **Reckless or extreme behaviour causing risk to self or others**
- **Any form of lewd behaviour**
- **Derogatory comments, both verbal or written**
- **Offensive comments (areas covered by Equality legislation)**
- **Malicious allegations relating to staff or volunteers**
- **Intoxication #**
- **Drug taking or dealing on Council property \***
- **Theft from or damage to Council property \***

### 4. RECORDING

The use of any recording device by Members of the Public (electronic or manual, including cameras and mobile phones) on Council Property is strictly prohibited except recording at Town Council Meetings (to which the Public has access) which requires advance notice and strict adherence to the Town Council's recording protocol.

---

\* property owned or managed by Barlby and Osgodby Town Council

# Reasonable behaviour would be expected at any Licensed events, the Parish is covered by the terms of an Alcohol Free Zone

^ volunteers are afforded the same protection as staff and for the purposes of running the Library, volunteers will be referred to as staff