

1 BACKGROUND

- 1.1** This policy is intended to assist Councillors and the Clerk/Officers, in approaching some of the sensitive circumstances that arise in a challenging working environment.
- 1.2** The reputation and integrity of the council is significantly influenced by the effectiveness of Councillors, the Clerk and other staff working together to support each other's roles.
- 1.3** The aim is effective and professional working relationships characterised by mutual trust, respect and courtesy. Close personal familiarity should be avoided.

2 ROLES OF COUNCILLORS AND EMPLOYEES

- 2.1** The respective roles of Councillors and employees can be summarised as follows:

- Councillors and Officers/Parish Clerk are servants of the public and they are indispensable to one and other, but their responsibilities are distinct.
- Councillors are responsible to the electorate and serve only so long as their term of office lasts.
- Officers/Parish Clerk are responsible to the Council not individual Councillors.
- Officers/Parish Clerk give advice to Councillors and to the Council, and carry out the Council's work under the direction of the Council and relevant Committees.

2.2 Councillors

- 2.2.1** Councillors have four main areas of responsibility:

- To determine council policy and provide community leadership;
- To monitor and review council performance in delivering services;
- To represent the council externally; and
- To act as advocates for their constituents.

- 2.2.2** All Councillors have the same rights and obligations in their relationship with the Clerk/Officers and other employees, regardless of their status or political party, and should be treated equally.

- 2.2.3** Councillors should not involve themselves in the day-to-day running of the Council. This is the Clerk's responsibility, and the Clerk will be acting on instructions from the Council or its Committees, within an agreed job description.

2.3 Chairmen and Vice-Chairmen of the Council and Committees

The Council and Committee Chairs and Vice-Chairs have additional responsibilities. These responsibilities mean that their relationships with employees may be different and more complex than those of other Councillors. However, they must still respect the impartiality of Officers/Parish Clerk and must not ask them to undertake work of a party political nature, or to do anything, which would prejudice their impartiality.

2.4 Officers/Parish Clerk

- 2.4.1** The role of Officers/Parish Clerk is to give advice and information to Councillors and to implement the policies determined by the Council.

- 2.4.2 In giving such advice to Councillors, and in preparing and presenting reports, it is the responsibility of the Officer/Parish Clerk to express his/her own professional views and recommendations. An Officer/Parish Clerk may report the views of individual Councillors on an issue, but the recommendation should be the Officer's own. If a Councillor wishes to express a contrary view they should not pressurise the officer/Parish Clerk to make a recommendation contrary to the Clerk/officer's professional view, nor victimise an Clerk/officer for discharging his/her responsibilities.

3 EXPECTATIONS

3.1 All Councillors can expect:

- a commitment from Officers/Parish Clerk to the Council as a whole, and not to any individual Councillor, group of Councillor's or political group;
- a working partnership;
- Officers to understand and support respective roles, workloads and pressures;
- A timely response from Clerk/Officers to enquiries and complaints;
- Clerk/Officer's professional advice, not influenced by political views or personal preferences;
- regular, up to date, information on matters that can reasonably be considered appropriate and relevant to their needs, having regard to any individual responsibilities or positions that they hold;
- Officers to be aware of and sensitive to the public and political environment locally;
- Respect, courtesy, integrity and appropriate confidentiality from Clerk/Officers;
- Training and development opportunities to help them carry out their role effectively;
- Not to have personal issues raised with them by Clerk/Officers outside the council's agreed procedures;
- That Clerk/Officers will not use their contact with Councillors to advance their personal interests or to influence decisions improperly;
- That Clerk/Officers will at all times comply with the relevant code of conduct.
- Clerk/Officers to use the appropriate Council procedures to raise matters of concern and not to revert to social media.

3.2 Clerk/Officers can expect from Councillors:

- A working partnership;
- An understanding of, and support for, respective roles, workloads and pressures;
- Leadership and direction;
- Respect, courtesy, integrity and appropriate confidentiality;
- Not to be bullied or to be put under undue pressure;

- That Councillors will not use their position or relationship with Clerk/officers to advance their personal interests or those of others or to influence decisions improperly;
- That Councillors will at all times comply with the council's adopted Code of Conduct and the Civility and Respect Pledge.
- Councillors to use the appropriate Council procedures to raise matters of concern and not to revert to social media.

3.3 Some General Principles:

- Close personal relationships between Councillors and Clerk/Officers can confuse their separate roles and get in the way of the proper conduct of Council business, not least by creating a perception in others that a particular Councillor or Officer is getting preferential treatment.
- Special relationships with particular individuals or party political groups should be avoided as it can create suspicion that an employee favours that Councillor or political group above others.

4 POLITICAL GROUPS

- 4.1** The operation of political groups is becoming more of a feature within parish councils, but it is worth repeating that it is NALC policy that party politics should have no place in parish councils. Parish Councillors are there to serve their community as members of the community, and should not be side tracked by party political issues. Party politics within a parish council can pose particular difficulties in terms of the impartiality of the Clerk and other employees, and the relationship between Councillors and the staff generally.
- 4.2** Party political groups have no power to require the Clerk or any other employee to attend group meetings or to prepare written reports for them and employees can legitimately refuse to do so. The Clerk and other Officers are responsible to the council as a whole and should not take action under instructions from any individual Councillor, even if he/she has been styled as 'Leader' of the council.
- 4.3** If your council has adopted party political groupings, the Clerk should ensure that any reports or advice offered to a political group are statements of relevant facts, with an appraisal of options and do not deal with the political implications of the matter or options, or make any recommendations. It is not the Clerk's job to make recommendations to a political group.
- 4.4** If a report is prepared for one political group, the Clerk should advise all other political groups that the report has been prepared, or that advice was given.
- 4.5** Any Clerk needing advice or guidance on matters relating to party groups or how to operate within a political environment, should seek advice from their County Association of NALC, or from the Society of Local Council Clerks.

5 WHEN THINGS GO WRONG

- 5.1** From time to time, the relationship between Councillors and the Clerk (or other employees) may break down or become strained. Whilst it is always preferable to

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resolve matters informally, through conciliation by an appropriate third party, it is important that the council adopts a formal grievance policy or procedure.

- 5.2** East Staffordshire Borough Council's Monitoring Officer may be able to offer a mediation/conciliation role or it may be necessary to seek independent advice. For example, the Society of Local Council Clerks may be able to provide an independent person. The Chairman of the Council should not attempt to deal with grievances or work related performance or line management issues on their own. The Council will delegate authority to the Staffing Committee to deal with all personnel matters.
- 5.3** The law requires all employers to have disciplinary and grievance procedures. Adopting a grievance procedure enables individual employees to raise concerns, problems or complaints about their employment in an open and fair way.
- 5.4** If a Councillor is dissatisfied with the conduct, behaviour or performance of the Clerk or another employee, the matter should be raised with the Staffing Committee in the first instance. If the matter cannot be resolved informally, it may be necessary to invoke the Council's disciplinary procedure.

This policy should be read in conjunction with the Mayfield Communications Policy.

Date Last Ratified/Approved	Version Number	Revision/Amendment made/section	Next Review Date
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