



## **New Romney Town Council Statement**

**Issued: 12<sup>th</sup> November 2020**



### **Open Statement re Grievance**

NEW ROMNEY TOWN COUNCIL confirms that it has upheld a joint staff grievance. In so doing, the Town Council has accepted that, over an extended period, one Town Council Officer – and over a lesser period, two further Town Council Officers – have been treated by an individual Councillor in an unacceptable manner which, in the view of the Town Council, can reasonably have been perceived by those Officers as bullying or harassment. It is accepted by the Town Council that this behaviour had a detrimental impact on the health and well-being of those Officers.

New Romney Town Council does not in any way condone such behaviour. The Town Council recognises its duty to separate out unacceptable behaviour amongst Council Members amidst the politics of Council business – which may come under the remit of the Code of Conduct regime – and the requirements of employment law which provide that the Town Council must protect its employees from unacceptable behaviour towards them.

New Romney Town Council accepts that it has failed in its duty as an employer to ensure that its employees are provided with a safe working environment that is free from bullying or harassment. For this failure, the Town Council conveys to those Officers its sincere apologies and would like to confirm that it is taking steps to ensure that its Officers are provided with a safe working environment going forward.