

OVERVIEW AND SCRUTINY COMMISSION

Agenda Item 96

Brighton & Hove City Council

Subject: Report of the Dignity at Work Scrutiny Panel
Date of Meeting: 27 April 2010
Report of: Director of Strategy and Governance
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Wards Affected: All

FOR GENERAL RELEASE

1. SUMMARY AND POLICY CONTEXT:

- 1.1 The scrutiny panel on Dignity at Work was established to support the development of the Dignity and Respect at Work Policy.
- 1.2 The panel's report and recommendations are presented here for approval by the Overview and Scrutiny Commission.

2. RECOMMENDATIONS:

That members:

- 2.1 Endorse the scrutiny panel's report.
- 2.2 Agree to refer the report recommendations to the Council's Governance Committee.

3. BACKGROUND INFORMATION

- 3.1 The Dignity at Work scrutiny panel was established following a report to the Overview and Scrutiny Commission as outlined in the attached paper.
- 3.2 The development of the policy was the result of concerns that despite some improvements the council did not have effective mechanisms for tackling bullying and harassment at work.
- 3.3 The panel comprised Councillor Gill Mitchell (Chair) and Councillors Paul Elgood, Vicky Wakefield-Jarrett and Brian Pidgeon.

3.4 The panel's recommendations aim to help shape the final dignity at work policy.

4. CONSULTATION

4.1 Officers have been consulted informally on the findings of the inquiry.

5. FINANCIAL & OTHER IMPLICATIONS:

Financial Implications:

5.1 The financial implications of adopting the scrutiny panel's recommendations will be considered alongside the relevant budgets.

Legal Implications:

5.2 The Commission has the necessary power to agree the recommendations in paragraph 2 above. It then falls to the decision making bodies to whom the recommendations are directed to decide what action, if any, to take in response.

Equalities Implications:

5.3 There are no equalities implications arising directly from this covering report, but equalities considerations would be taken into account when implementing the recommendations of the scrutiny review. Under council policy, Equality Impact Assessments (EIA) would be undertaken for any significant policy changes.

Sustainability Implications:

5.4 There are no sustainability implications arising directly from this report,

Crime & Disorder Implications:

5.5 None identified directly in relation to this report.

Risk and Opportunity Management Implications:

5.6 None identified directly in relation to this report.

Corporate / Citywide Implications:

5.7 The recommendations made in this report are in line with the council's priorities on growing the economy, reducing inequality and fair enforcement.

SUPPORTING DOCUMENTATION

Appendices:

1. Report of the Dignity at Work Scrutiny Panel