Mudford Parish Council

Statement on the Prevention of Sexual Harassment by Third Parties

At Mudford Parish Council, we are committed to fostering a safe, respectful, and inclusive environment for all employees, and everyone we work or interact with in the wider community.

We have a zero-tolerance policy towards sexual harassment in any form, including harassment perpetrated by third parties such as clients, customers, suppliers, members of the public or other external parties.

Sexual harassment can have a damaging effect on a person's mental and physical health and a negative impact our workplace culture.

In line with the **Worker Protection (Amendment of Equality Act 2010) Act 2023**, we recognise our **legal and ethical duty to take all reasonable steps to prevent sexual harassment in the workplace**. This includes harassment by individuals who are not directly employed by the Council.

Our Commitments:

Clear Expectations: We communicate our prevention of sexual harassment policy to all our employees, making it clear that inappropriate behaviour will not be tolerated.

Training and Awareness: We provide regular training to our employees and councillors on recognising, preventing, and responding to sexual harassment, including from third parties.

Reporting Mechanisms: We maintain confidential and accessible channels for reporting incidents of harassment, and we encourage all employees to speak up without fear of retaliation.

Taking Action: We investigate all complaints thoroughly and take appropriate action, which may include terminating contracts or restricting access for third parties found to have engaged in harassment.

Continuous Improvement: We regularly review our policies and procedures to ensure they remain effective and compliant with current legislation and best practices.

What this means for those we work with or interact with, or use our services:

- We ask that you treat our staff with dignity and respect at all times.
- Any form of sexual harassment — including unwelcome comments, gestures, or behaviour of a sexual nature — will not be tolerated.
- If an incident occurs, we will take it seriously and respond appropriately, which may include reviewing our working relationship.

- For our partners and suppliers, we expect you to be fully aware of the duty to prevent sexual harassment and have taken steps within your own organisation to ensure that you comply with the requirements of the Worker Protection (Amendment of Equality Act 2010) Act 2023.

Thank you for supporting our efforts to create a safe and respectful environment for everyone.

Harassment of any kind undermines our values and will be treated with the utmost seriousness.

You can read our prevention of sexual harassment policy on our website XXXX to include link

If you have experienced or witnessed any behaviour that may be considered sexual harassment, please get in touch with the chair of the Governance and Resources Committee.

This statement was agreed by the council on 26th November 2026.