

Bolsover District Council

Union/Employee Consultation Committee

20th September 2018

Code of Conduct

Report of the Human Resources & OD Manager

Purpose of the Report

- To seek agreement from UECC that the attached Code of Conduct at Appendix One be submitted for approval at the Council.

1 Report Details

1.1 The Council's Constitution was reviewed last year and minor amendments were made to the Council's Code of Conduct which is included within the Constitution documents. The revised Constitution was approved at Council. It was subsequently identified that HR and Trade Unions form part of the consultation process when any changes are proposed to the Code of Conduct.

1.2 As a result of the above, it felt timely to review and refresh the Council's Code of Conduct to ensure it is reflective of business needs. Attached at Appendix One is the Council's Code of Conduct that applies to employees. There are no substantial changes to this revised document in comparison with the existing Code of Conduct currently in place. Only minor changes to the document have been made for example job titles as a result of restructures.

1.3 The purpose of this report is to seek agreement from UECC that the attached Code of Conduct at Appendix One be submitted for approval at the Council.

2 Conclusions

2.1 Following a review, a refreshed Code of Conduct has been produced and agreement is sought from UECC for this document to be submitted for approval at the Council.

3 Consultation and Equality Impact

3.1 As covered within the report

4 Alternative Options and Reasons for Rejection

4.1 The alternative option is to continue with an outdated Code of Conduct. However, this would place the Council at risk in terms of setting clear expectations for employees and addressing any issue that may arise.

5 **Implications**

5.1 **Finance and Risk Implications**

As covered within the report

5.2 **Legal Implications including Data Protection**

As covered within the report

5.3 **Human Resources Implications**

As covered within the report

6 **Recommendations**

- 6.1 To seek agreement from UECC that the attached Code of Conduct at Appendix One be submitted for approval at the Council.

7 **Decision Information**

Is the decision a Key Decision?	No
District Wards Affected	N/A
Links to Corporate Plan priorities or Policy Framework	Transforming our organisation

8 **Document Information**

Appendix No	Title
Appendix One	BDC Code of Conduct Document
Background Papers	
Report Author	Contact Number
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