

BEHAVIOURAL & RESTRICTED CONTACT POLICY

Holme on Spalding Moor Parish Council will not tolerate abuse towards its staff or members and will remove any person from a meeting if their behaviour is deemed to be abusive or disruptive.

Expected Behaviour

To ensure parish council meetings are conducted safely, lawfully, and without disruption, and to protect councillors, staff, and members of the public from intimidation or harassment, all attendees must:

- Treat councillors, staff, and the public with respect
- Follow the Chair's instructions
- Avoid interrupting proceedings
- Avoid aggressive, abusive, or intimidating behaviour
- Speak only when invited

Harassment

In cases of harassment, this Council will restrict all contact with the Clerk and / or affected member(s).

Should this be implemented it will:

- Prohibit direct emails, calls, visits, or social media contact
- Require all communication to go through a single monitored channel
- Refuse to respond to abusive or persistent correspondence

Standing Orders give the Chair explicit powers to:

- Issue a warning
- Require the person to stop speaking
- Order them to leave the room
- Suspend or adjourn the meeting if needed

Continuous Harassment

In cases of continuous harassment, this Council will consider the issue of a formal letter when behaviour has persisted for years which will:

- Document the harassment
- State the impact on the Clerk and / or member
- Set clear boundaries
- Explain that disruptive behaviour will result in removal from meetings

Police Involvement

If the behaviour meets the threshold of harassment under the Protection from Harassment Act 1997, the Police may be contacted if this is felt to be appropriate.

This would be triggered if:

- The Clerk and / or member feels unsafe
- The behaviour is repeated and unwanted
- The person attends meetings specifically to intimidate

Police restrictions (bail conditions, non-molestation orders, restraining orders) can legally prevent attendance at meetings.