



Overarching Protocol for Councillors' Personal & Official Conduct

Including Social Media, Emails and Meetings

Purpose

The Code of Conduct and its sanctions applies only when a councillor is, or appears to be, acting as such.

In contrast, this Protocol offers guidance to conduct which may not be regulated by the Code, but is distressing to staff, other councillors, or members of the public and/or the conduct risks bringing the Council or the councillor into disrepute.

Dignity at Work

The Council has an adopted Dignity at Work Policy. This applies to everyone, including staff, councillors and members of the public.

It applies to all interactions including social media, emails and meetings.

Depending on the circumstances, an alleged breach of this can be dealt with as: -

- a grievance (by a member of staff only)
- a disciplinary issue (against a member of staff only)
- a Code of Conduct issue (against a councillor acting or giving the impression of acting as such); or
- under Steypning Town Council's Unacceptable Behaviour Policy (against a member of the public).

Please refer to Steypning Town Council's Dignity at Work Policy and to Steypning Town Council's Unacceptable Behaviour Policy for details of the procedures and potential consequences.

Social Media Policy

The Council has an adopted Social Media Policy. Breach of its principles may give rise to a breach of the Dignity at Work policy and hence to a Code Complaint.

Email Policy

The Council has an adopted Email Policy. Breach of its principles may also give rise to a breach of the Dignity at Work Policy and hence to a Code Complaint.

Last Reviewed by Working Practices Group

4 June 2020

Adopted by Full Council 18th May 2026