



AGENDA ITEM

CENTRAL SCOTLAND VALUATION JOINT BOARD

Subject: Anti Harassment Policy & Code of Practice Report
Meeting: Central Scotland Valuation Joint Board
Date: 18th June, 2008
Author: Peter Wildman, Assistant Assessor (West Division)

1.0 INTRODUCTION

- 1.1 This report is to advise members of the Valuation Joint Board of the proposed introduction of an Anti- Harassment Policy and Code of Practice to cover Central Scotland Valuation Joint Board and its staff. The approval of Joint Board members of the Policy and to its introduction is sought.

2.0 BACKGROUND

- 2.1 Under the Race Relations Act 1976, Race Relations Amendment Act 2000, Disability Discrimination Act 1995, Disability Discrimination Act 2005, Sex Discrimination Act 1975 and the Equality Act 2006 the Joint Board has a duty to prevent harassment on the grounds of race, disability and gender.
- 2.2 The Employment Equality (Sexual Orientation) Regulations 2003, Employment Equality (Religion or Belief) Regulations 2003, and the Employment Equality (Age) Regulations 2006 make it illegal for an employer to allow a member of staff on to be harassed at work on grounds of their age, religious belief or sexual orientation
- 2.3 Irrespective of the legal duties the Joint Board as a conscientious employer should do all it can to ensure that its employees operate in a working environment free from the fear of harassment.

3.0 CURRENT POSITION

- 3.1 There is no recognised problem within the Joint Board that requires to be addressed. The proposed introduction of the policy is simply a safeguard to ensure that there is an effective mechanism to handle perceived harassment should a case arise.
- 3.2 The policy also sends a clear signal to staff and stakeholders that harassment in any form will not be tolerated by Central Scotland Valuation Joint Board
- 3.3 The policy will be published on the internet and a copy will be displayed in the reception area of its offices at Hillside House. This will help to ensure that service users are aware of the policy. If a particular service user is perceived as potentially harassing staff then they will be formally made aware of the policy.
- 3.4 The policy has been circulated to current staff members and their views have been sought and given on the proposed policy

4.0 RECOMMENDATION

- 4.1 Members are asked to approve and adopt the proposed Anti Harassment Policy and Code of Practice.

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Peter Wildman
Assistant Assessor (West Division)
Date: 10th June 2008

LIST OF BACKGROUND PAPER :

- 1. Proposed Central Scotland Valuation Joint Board - Anti Harassment Policy and Code of Practice.