

## **Elected Members' Pledge - Inclusive Leadership**

As elected members, we are bound by the Councillor Code of Conduct. This sets out the high ethical standards we have signed up to and agree to comply with.

This pledge does not seek to duplicate that Code. Rather, it sets out our collective commitment to raise the standard of engagement with each other.

We wish to collectively pledge to the following commitments when engaging with each other:

### **Creating supportive and informal spaces**

1. We will remain approachable and accessible, creating safe and welcoming spaces to discuss where differences can be aired and a sense of collective ownership fostered.
2. We will seek to be inclusive in our dealings with each other.
3. We should raise issues of concern regarding behaviour through formal channels, in addition to raising them early via informal channels where appropriate, thereby creating a safe space to discuss these.

### **Increasing diversity in decision-making**

4. We will seek a diverse range of voices in decision-making and will encourage and facilitate open communication and collaboration.
5. We will actively challenge exclusionary behaviours and practices wherever they arise and work to embed inclusivity in our interactions.

### **Civility and respect in public meetings**

6. We will actively promote respectful debate and constructive engagement, seeking to foster an atmosphere of civility and mutual respect on a cross-party basis.
7. We welcome debate and disagreement, but only if expressed with courtesy and respect.
8. We will lead by example and set high expectations on standards.
9. We will seek to defuse conflict, whilst respecting our right to set the record straight with factual information.

### **Supporting local democracy**

10. We will be visible, vocal and courageous in making things better for the residents we are elected to serve.
11. We will uphold the Nolan Principles in person and digitally (social media).

### **Collective accountability**

12. We will actively listen to differences of opinion and work to ensure we all feel heard.
13. We will take responsibility if we present inaccurate information and take steps to correct the record.
14. We will seek to act to collectively create positive change, fostering a culture of accountability and support.

### **Senior leaders**

15. We will actively work to create a healthy environment without fear or favour.
16. We will support the Council's member development plan to ensure every councillor understands their role and responsibilities and feels supported.
17. We will support and empower less experienced members and role member behaviour.

### **United against**

18. We will work together to ensure our council has a zero tolerance to all types of hate, discrimination and abuse.
19. We will maintain a high standard whilst in public office.