

**CITY AND COUNTY OF CARDIFF
DINAS A SIR CAERDYDD**

STANDARDS & ETHICS COMMITTEE: 27 JULY 2010

REPORT OF THE MONITORING OFFICER AGENDA ITEM: 5

**STANDARDS AND ETHICS COMMITTEE – 2009/10 ANNUAL
REPORT**

Purpose of the Report

1. To inform the Committee that it's 2009/10 Annual Report had been submitted to Council on 22 July 2010.

Background

2. The Standards and Ethics Committee has the statutory function of promoting high standards of conduct within the Authority.
3. The Cardiff Council's Constitution requires that all Scrutiny Committees report annually to Council on their activities over the past year, the Standards and Ethics Committee in accordance with the recommendations of the Corporate Governance Commission made a decision to publish its own Annual report in order to strengthen the role of the Committee and to work in partnership with Councillors and Community Councillors to uphold high standards of conduct.
4. In 2008, 2009 and 2010 the Standards and Ethics Committee established Task and Finish Groups to prepare its Annual Reports for submission to Council.

Conclusion

5. The Committee has a number of key priorities for consideration in 2010/11 including:-
 - Conference (Wales) 2010;
 - Member Development/Appraisals;
 - Employee Code of Conduct

- Whistleblowing;
 - Good Governance
6. For information, a copy of the Committee's 2009/10 Annual Report is attached as Appendix 1 to this report.

Financial & Legal Implications

7. There are none arising from this report.

Recommendations

8. The Committee is requested to note the report.

KATE BERRY
Monitoring Officer and City and County Solicitor
20 July 2010

Standards and Ethics Committee 6th Annual Report 2009/10 City and County of Cardiff



A Proud Capital



The Ten General Principles of Public Life

<p>Selflessness – members should serve only the public interest and should never improperly confer an advantage or disadvantage on any person.</p>	<p>Personal judgement – members may take account of the views of others, including their political groups, but should reach their own conclusions on the issues before them and act in accordance with those conclusions.</p>
<p>Honesty and integrity – Members should not place themselves in situations where their honesty and integrity may be questioned, should not behave improperly, and should on all occasions avoid the appearance of such behaviour.</p>	<p>Respect for others – members should promote equality by not discriminating unlawfully against any person, and by treating people with respect, regardless of their race, age, religion, gender, sexual orientation or disability. They should respect the impartiality and integrity of the authority's statutory officers and its other employees.</p>
<p>Objectivity – members should make decisions on merit, including when making appointments, awarding contracts, or recommending individuals for rewards or benefit.</p>	<p>Duty to uphold the law – members should uphold the law and, on all occasions, act in accordance with the trust that the public is entitled to place in them.</p>
<p>Accountability – members should be accountable to the public for their actions and the manner in which they carry out their responsibilities, and should co-operate fully and honestly with any scrutiny appropriate to their particular office.</p>	<p>Stewardship - members should do whatever they are able to do to ensure that their authorities use their resources prudently, and in accordance with the law.</p>
<p>Openness – members should be as open as possible about their actions and those of their authority, and should be prepared to give reasons for those actions.</p>	<p>Leadership – members should promote and support these principles by leadership, and by example, and should act in a way that secures or preserves public confidence.</p>
	<p><i>“Nolan Committee on Standards in Public Life”</i></p>

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Chair's foreword

I am delighted to present the sixth annual report of the Standards and Ethics Committee. This incidentally is my fourth report as Chair. I take this opportunity to express my sincere gratitude to the members of my committee for re-electing me unanimously for the 2nd term. I also wish to thank the members of the council for approving my appointment and placing their confidence in me to Chair this statutory committee.

This is therefore a good time for me to reflect briefly on our work done over these past years. First & foremost, my members of the committee and I have worked with dedication to establish the importance of standards in public life and to help the elected members and the officers to uphold these standards and live by example. To this effect, I am pleased to say that we have achieved a number of milestones – however there is a long way to go.

It is true that whilst standards in local government are high, the members of the public are however not fully convinced. A number of surveys have been conducted over the past years on the public views on standards issues. The last one, published in autumn 2009, suggested that no less than 41 per cent of those surveyed believe standards in public life to have fallen in recent years. The corresponding figure two years earlier was 30 per cent.

The challenge is further compounded by the current economic climate, but not impossible to surmount. The need to work hard to uphold these standards and principles has never been greater, especially in the current times of economic and political downturn. It requires a will and resolve by each of us and to work hard to restore confidence in public life.

We, the members of the Standards & Ethics committee are very much aware of this task ahead of us, and will extend the necessary support to all those committed to public service, whether elected members or officers.

It is again gratifying for me and each member of my committee, that these principles have been widely adopted by the Members of the Council throughout this past year, and that the Members have conducted themselves with honesty and responsibility.

As the Chair of the committee, I am pleased to commend the work programme set out by my committee & the progress on a number of areas such as work on Employee Code of Conduct, Good Governance, Member Training & Development, whilst noting that some of the items are work in progress. We have deliberated on each item, and have given it due time to come up with our recommendations. I am also pleased that our recommendations have been taken in the same spirit reflecting the serious work undertaken by each member of our committee.

The meetings with Party whips, and presentations from the officers in the different areas of work of the council have all contributed towards building trust and will to work together towards a common objective. I have equally been concerned that we assess the training needs of the members of our committee and enhance the existing collective diversity of experience of the committee. The appraisal process has now been completed and a training programme for the members of the committee will be offered soon.

I have been particularly pleased at positive feedback and response from the 180 delegates from every public authority in Wales who attended our All Wales National Conference on Standards & Ethics in Cardiff in October last year. The theme very appropriately chosen as "Wales: An Ethical Country". This has given us all the opportunity to showcase our work and share best practice with other S & E committees in the country. We hope that our 2nd conference this year will also be a success and we would have the opportunity yet again to move the agenda forward. I am indeed grateful for the support offered by the elected members and officers who have worked hard to make this a success.

I take this opportunity to thank all the members of my committee and the officers of the Secretariat, (the names are listed in this report). I am greatly indebted to them for their advice and support throughout this year.

Akmal Hanuk
Chair
Standards & Ethics Committee
Cardiff County Council

The role of the Standards & Ethics Committee

The Committee operates within a statutory framework and the following terms of reference

- (a) To monitor and scrutinise the ethical standards of the Authority, its Members, employees and any associated providers of the Authority's services and to report to the Council on any matters of concern.
- (b) To advise the Council on the content of its Ethical Code and to update the Code as appropriate.
- (c) To advise the Council on the effective implementation of the Code including such matters as the training of Members and employees on the Code's application.
- (d) To consider and determine the outcome of complaints that Councillors and co-opted members have acted in breach of the Code in accordance with procedures agreed by the Standards Committee, including the imposition of any penalties available to the Committee.
- (e) To oversee and monitor the Council's Whistleblowing procedures and to consider ethical issues arising from complaints under the procedure and other complaints.
- (f) To grant or refuse requests for dispensations in respect of Members' interests under the Members' Code of Conduct in accordance with the relevant statutory provisions.
- (g) To undertake those functions in relation to Community Councils situated in the area of the Council and members of those Community Councils which are required by law.
- (h) To recommend to Council and the Executive any additional guidance on issues of probity.
- (i) To hear and determine any complaints of misconduct by Members or a report of the Monitoring Officer, whether on reference from the Ombudsman or otherwise.
- (j) To recommend the provision to the Monitoring Officer of such resources as he/she may require for the performance of his/her duties.

The Role of the Public Ombudsman for Wales

<p>The Public Ombudsman has different and separate responsibilities.</p> <p>His role is to:</p> <ul style="list-style-type: none"> • Oversee and promote the Code • Assess allegations of misconduct and carry out any investigations prior to referral to the Standards & Ethics Committee 	<ul style="list-style-type: none"> • Provide guidance for members and Standards Committees at a national level. <p>Any complaints about elected members must in the first instance be sent to the Public Ombudsman. The Monitoring Office receives details of all complaints and decisions about whether the complaint has any merit and whether it will be investigated.</p>
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The Committee has identified its major role as being to:

- Promote and maintain high standards of conduct by Councillors, Community Councillors and co-opted Members.
- Provide support advice and training for Members and Community Councils on conduct and personal interests.
- Monitor the operation of the code of conduct and the governance of the Council.
- Hear and determine any complaints referred by the Public Ombudsman for Wales.
- Provide advice and guidance on the whistleblowing procedure, constitutional, protocols and ethical issues.

The Committee operates on the clear understanding that elected Members that sit on the Committee are independent of political allegiance and that all discussions and decisions are taken with ethical principles at the forefront.

The Committee is mindful that not all political groups are represented on the Committee but welcomes attendance by all Members at its meetings and is happy to receive contributions from those groups not so represented.

The Committee wishes to do all it can to support elected Members in their role.

The Committee's Work in 2009/2010

- **Employee Code of Conduct**

The Committee continued work on reviewing the Employee Code of Conduct and this work will be carried on into the next year's Work Plan.

- **Good Governance**

The Committee continued to engage with Party Whips, meeting with them to discuss any outstanding issues. A meeting with the Party Leaders was held during the Autumn of 2009 which resulted in a very helpful debate about the respective roles and responsibilities of Members and the Committee. The merits of self-regulation, particularly in setting and enforcing appropriate standards of behaviour during Council meetings was productive and the Leaders were asked to return to the Committee in due course to provide some insight and guidance on a way forward.

During the course of the year the Public Ombudsman for Wales also published a Draft Guidance on the Code of Conduct which was considered in detail by the Committee who then sent back a consultation response, as did many other Public

Authorities within Wales. This resulted in significant amendments to the Guidance which has recently been published.

- **New Media**

Methods of communication are developing at an increasingly fast pace. Many politicians have seen enormous value in using social networking sites such as Facebook, My Space and Twitter as well as developing Blogs. These all have an extremely positive facility for ensuring quick and immediate communication with citizens, but can bring their own particular issues if they are not used wisely. The Committee has considered and commended guidance on the use of these new communication tools.

Future Priorities of the Committee in 2010/11

General Introduction

The Committee reviewed its Work Plan in March 2010 and agreed a programme of work which identified the following areas:-

- **Conference (Wales) 2010**

The Committee has agreed to organise this conference for 2010, learning from the experiences of last year. The intention is to give a more practical feel to the conference with panel discussions and specific workshop on the new guidance from the Ombudsman. Once again all members of the Committee will be involved directly through a Task and Finish group, and will be hosting and chairing workshops. The conference is set for 14th October 2010 at Cardiff City Hall.

- **Member Development/Appraisals**

The Committee is piloting a skills appraisals for Committee Members to feed into a Member Development Programme, and also to consider and plan for the succession of Independent Members on the Committee who will shortly be in their second term of office.

- **Employee Code of Conduct**

The Committee would wish to finalise the work on the Employee Code which will result in improved procedures and a greater understanding amongst all staff of their responsibilities.

- **Whistleblowing**

The Committee undertook a significant piece of work 2 years ago to review the Whistleblowing procedure and to ensure that both employees and elected Members had sound understanding of the importance of the Whistleblowing. The Committee would wish to revisit this to ensure that the Policy is embedded, through additional publicity and awareness raising events across the Council.

- **Good Governance**

The Committee would wish to see the recent Guidance issued by the Ombudsman widely distributed and understood by Members and will be supporting and commending to all Members the importance of attending further refresher training on the Code and Guidance over the next few months.

Standards Conference Wales 2009

The Standards Conference Wales 2009 was hosted this year by Cardiff Council, under the guidance of its Standards and Ethics Committee, at Cardiff City Hall on 15th October 2009. This annual conference provided an opportunity for all those involved in promoting and maintaining high standards of conduct within authorities in Wales to come together to discuss issues of common interest and share best practice.

The theme for this year's conference was "Wales: An Ethical Country?", and the aim was to reinforce the importance of the Members' Code of Conduct as a fundamental facet of political life, and to clearly bring out the connection between good conduct, good governance and excellent service delivery.

Delegates from County Councils, County Borough Councils and Community Councils, National Parks Authorities, Police Authorities, and Fire and Rescue Authorities across Wales were invited to the conference, along with guests from the Adjudication Panel for Wales and the Standards Board for England. We were delighted that the conference attracted about 170 delegates in total.

On the evening before the conference, delegates were offered a guided tour of Cardiff Castle, followed by an evening reception hosted by the Lord Mayor at the Mansion House in Cardiff. The evening reception was very popular (we had a full house!) and a pleasant evening was spent meeting with conference speakers, guests and other delegates in the grandeur of the Mansion House.



The day of the conference opened with a welcoming address from the Council's Chief Executive, Byron Davies, who spoke about the current administrative and economic context for public authorities in Wales and the importance of ethical corporate governance in facing the challenges which lay ahead. The Chair of our Standards & Ethics Committee, Akmal Hanuk, then gave an overview of the conference, and expressed his hope that delegates would take the opportunity of this day to share good practice and discuss any difficult issues encountered. He directed delegates to the 'Information Sharing Desk' where delegates could share relevant information, such as their annual reports, and shared his views on what had worked well for Cardiff's Standards and Ethics Committee.

Our guest speakers were from the Committee on Standards in Public Life, the Public Services Ombudsman for Wales and Cardiff University's Centre for Local and Regional Government Research, and each spoke about their work and shared their views on the conference theme.

Dr Brian Woods-Scawen from the Committee on Standards in Public Life talked about his committee's work on local government, which he said in many ways shapes citizens' experience of public life more immediately than national government. He made very brief reference to his committee's high profile work on MP's expenses (which was due to report shortly), noting that defects in standards in any part of public life has an adverse affect on public trust and confidence in the whole, and saying that 'at its heart, the MPs' expenses issue relates to a failure to apply the Seven Principles of Public Life set out by Lord Nolan'.

He emphasised that Codes of Conduct are intended to ensure that citizens can have confidence in decision makers. Dr Woods-Scawen went on to reflect on the conference theme 'Wales: An Ethical Country?', and said that overall he thought Wales was very well placed, and ahead of England in some respects. However, he stressed that there is no room for complacency and that he considered the biggest challenge now is to move forward on the role of standards committees, endorsing a proactive approach to promoting a culture of high standards.



The Ombudsman, Peter Tyndall, then spoke reflecting on his first eighteen months as Ombudsman. He gave statistics on the work of his office in investigating complaints that members of local authorities have breached the Code of Conduct, and reported that the total number of complaints had risen in the last year, creating major pressures on his office. He said the increased number of complaints may not be due to an increase in the number of breaches, but could instead reflect a growing willingness to report breaches when they occur.

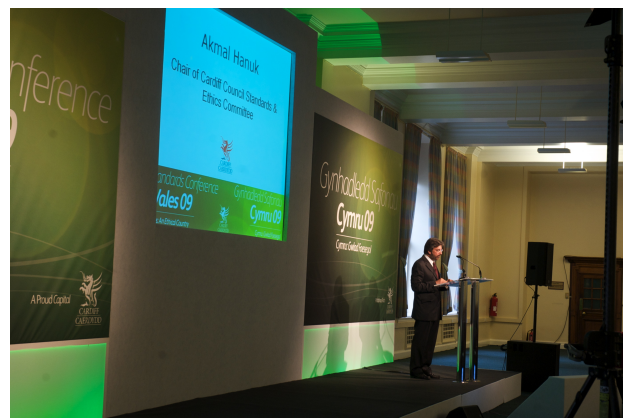
Mr Tyndall noted the trend that many more members were now choosing to be legally represented, which was not surprising given that members' livelihoods may be at stake, and said that this was adding to the length of the investigation process. He also noted the recent change to the Regulations which made it easier for his reports to be presented to standards committees and tribunals, and said he thought this would help to rebalance hearings and ensure that those hearing the case would have full access to the facts.

Mr Tyndall said that his office had now issued revised Code of Conduct complaint leaflets and then spoke about his intention to issue Guidance on the Code of Conduct. He explained that he had consulted on the areas on which guidance would be helpful, and that this consultation had identified the following areas: bullying; the duty to promote equality and respect; the requirement to have regard to the advice of statutory officers; and personal interests. Mr Tyndall spoke briefly about each of these issues and promised that they would be addressed in the forthcoming Guidance, which he hoped to issue in or around November 2009.



Delegates were then given the opportunity to choose from a range of workshops on topical issues: “Standards Committees’ Best Practice”, facilitated by Paul Stockton, Cardiff’s Standards and Ethics Committee, including presentations from members of Ceredigion, Torfaen, Anglesey and Cardiff Standards Committees; “Standards and Ethics in Community Councils”, facilitated by Ken Burton, One Voice Wales; “Negotiating the Ethical Maze”, facilitated by Gill Lewis, Wales Audit Office; “The Standards Framework”, facilitated by Keith Bush, National Assembly for Wales; and “Working across Boundaries: Implementing the English Code in the Welsh Context”, facilitated by Keith Reeves, Dyfed Powys Police Authority.

The workshops were offered during both the morning and afternoon sessions of the conference, giving delegates the opportunity to attend 2 out of the 5 workshops. These sessions provided a valuable opportunity for debate in smaller groups, and notes were taken of the discussions and key points raised, for sharing later with the rest of the conference delegates.



Dr Richard Cowell from Cardiff University spoke in the afternoon about the preliminary findings of his study on the impacts and effectiveness of the ethical framework in local government in England. He explained that this was a 5 year study which had been commenced in 2008, involving 9 case study councils and combining qualitative and quantitative data; and the current report was on the baseline data obtained in 2008. The study addressed the impact of the ethical framework on local government processes and culture, the conduct of elected Members and public trust in local government.



The study found that the framework had become an established and accepted part of corporate life and that Councillor conduct is generally perceived to have improved, due in part to the educative effect of the Code, guidance and training based on it,

especially where training was mandatory. However, there was some concern with the bureaucracy of the process and the lack of adequate sanctions. The study had suggested there were 'virtuous circles' apparent in councils with high standards of conduct, contrasted with 'spirals of despair' in those with persistent problems with conduct, and identified characteristics of each. Dr Cowell presented a series of bar charts illustrating responses to questions concerning public trust in each council and the factors influencing this. The study concluded that the formal institutions of the Code, Standards Committees and Monitoring Officers do have positive effects, but only in conjunction with wider governance processes.

The Chair of Cardiff's Standards Committee, Akmal Hanuk, concluded the conference by thanking all those who had contributed to a full and productive day. Special thanks were given to the speakers and facilitators who had given freely and generously of their time, and also to the team of Cardiff Council officers and Cardiff's Committee who had worked so hard to organise the day.



The feedback from delegates was that the conference was overall a successful and rewarding day.

Conference notes, including speakers' notes and notes and key points from the workshops, and a Conference DVD showing all plenary speeches, priced £10, is available from Committee Services (please contact Val Davies on 02920 872567).

We are pleased to confirm that Cardiff has volunteered to host the 2010 Standards Conference Wales; and the date has been confirmed as Thursday 14th October 2010, to be held once again at Cardiff City Hall. Full details of the 2010 conference should be available in July 2010 on the conference microsite: www.cardiff.gov.uk/conference.

We hope to see you there.



The Code of Conduct for Members of Local Authorities in Wales

GUIDANCE **From the Public Services Ombudsman for Wales**

The Ombudsman in Wales has for some considerable time been asked for guidance on the Code of Conduct, similar to the guidance issued by Standards for England for English authorities. This guidance was more recently delayed awaiting the issue of the revised Code of Conduct. The revised Code of Conduct was issued in April 2008, and in 2009 the Ombudsman started the process of preparing this Guidance.

Following preliminary consultation with Monitoring Officers, at the end of November 2009 draft Guidance was issued for consultation. Cardiff's Standards and Ethics Committee received a report on the consultation draft in January 2010. During its consideration of the draft Guidance, the Committee had the benefit of also considering the comments on the draft Guidance prepared by the Association of County Secretaries and Solicitors ("ACSeS", which is Chaired by our Monitoring Officer). The Committee established a 'Task and Finish Group' to prepare a response to the Ombudsman's consultation, which was submitted just before the February deadline for responses. The Committee's response noted that the time for response was very short considering the importance of the document, but welcomed the Guidance in principle. However, a number of inaccuracies in the Guidance were highlighted, which appeared to relate to the English Code rather than the Welsh Code; and more examples were requested to illustrate how the Ombudsman would interpret the obligations of the Code, based on his case notes, experience and understanding. Further, the Committee suggested that the Guidance should be supplemented by a range of other measures to raise awareness and understanding of the Code, such as a 'pocket guide' on the Code and a 'Frequently Asked Questions' note, similar to those published by Standards for England. The Committee fully endorsed the detailed comments submitted by ACSeS.

As a direct result of the consultation process and the responses received from standards committees, Monitoring Officers and interested parties across Wales, the Ombudsman produced revised draft Guidance. This revised Guidance was considered by the Committee at its meeting in March 2010, and the Committee were pleased to note that a substantial number of the points raised had been addressed, and that the revised Guidance was a much more robust and useful document. The Committee agreed that once the Guidance was formally issued in its final form, the Committee would ask the Monitoring Officer to offer further training to all elected Members, as a 'refresher' following the training which had been delivered after the introduction of the revised Code in 2008.

The Guidance was formally issued by the Ombudsman at the end of April 2010, and follows the structure of the Code itself, giving explanation and guidance on each Code duty. In accordance with the Committee's instructions, the Monitoring Officer will be arranging a series of 'Refresher Sessions on the Code' to be run in July 2010. The training sessions will introduce the Guidance and also explain some recent decisions of the Adjudication Panel which may have implications for members. The sessions will be open to all Cardiff County Councillors, as well as Community Councillors; and the Committee has strongly recommended that all members should take advantage of this training opportunity.

Taking Action on Complaints

All complaints against Councillors made under the Code of Conduct must be referred in the first instance to the Public Ombudsman for Wales who will carry out an investigation to determine whether there has been a breach of the Code. Following the outcome of the initial investigation the matter may be referred to the Standards and Ethics Committee or the Adjudication Panel for Wales. The Monitoring Officer receives details of all complaints and decisions as to whether the complaint has any merit and whether it will be fully investigated. The following complaints were made in 2009/10:-

<ul style="list-style-type: none"> • 1 complaint was made by a Member in 2009/10. • No complaints were received from staff • 14 complaints were received from the public in 2009/10. All the above complaints were referred to the Public Ombudsman for Wales. 	<p>The outcome of the complaints are as follows:-</p> <ul style="list-style-type: none"> • In 2 cases there was a finding that there had been a breach of the Code but the Ombudsman proposed no further action and were not referred back to the Council's Standards and Ethics Committee. • 1 case has been referred to the Adjudication Panel for Wales. • 1 case has been referred to the Council's Standards and Ethics Committee. • There is 1 outstanding case where no decision has yet been made by the Ombudsman the remaining cases the Ombudsman has not identified any breach of the Code and matter has been closed.
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Attendance record

The Committee has an agreed schedule of meetings with additional ad hoc meetings as required.





MEMBER	ATTENDANCE	
	POSSIBLE	ACTUAL
Akmal Hanuk (Chairperson	6	4
Anne Morgan (Vice-Chairperson)	6	6
Maureen Hedley-Clarke	6	6
Deirdre Jones	6	3
Paul Stockton	6	5
Community Councillor John Hughes	6	6
County Councillor Delme Bowen	6	5
County Councillor Tim Davies	6	3
County Councillor Simon Wakefield	6	4

Helpful Contacts

Chairman of Standards & Ethics Committee - Mr Akmal Hanuk
Contact Val Davies 02920 872567 vaDavies@cardiff.gov.uk

Monitoring Officer, Kate Berry, 02920 872421 k.berry@cardiff.gov.uk
Public Ombudsman for Wales, Peter Tyndall Tel: 01656 641152
ask@ombudsman-wales.org.uk

Standards and Ethics Committee Membership

 <p>Akmal Hanuk (Chair)</p>	<p>Akmal is a Managing Director and runs his own international trading & environmental company. He is the Co – Founder & Executive Director of Ethnic Business Support Programme since its inception in 2001. Akmal is also the Vice-Chair & Trustee of Welsh Refugee Council Board, and Member of the Advisory Board, Cardiff School of Management - UWIC. Akmal became an Independent Member of the Standards and Ethics Committee in 2006 and was elected as Chairperson of that Committee in October 2006.</p>
	<p>Anne Morgan was Regional Manager for Wales, W. Midlands and the Isle of Man for the Royal National Lifeboat Institution for over 20 years prior to taking early retirement. She is a member and past president of Soroptimist International of Cardiff and District and founder trustee of its Education Trust which raises money for the education of girls in Cape Verde. She is also a trustee of The Carers Centre for Cardiff and the Vale of Glamorgan. Anne has a keen interest in human rights and is a member of Amnesty International and treasurer of Christians Against Torture Wales.</p>
 <p>Maureen Hedley-Clarke</p>	<p>Maureen Hedley-Clarke, before her retirement was a Neurological and Paediatric Physiotherapist at Stoke Mandeville and Rookwood Hospitals, Craig-y-Parc School (Cerebral Palsy) and the Rhondda Health Trust. Maureen served on the Executive Committee and as Treasurer for the Chartered Society of Physiotherapy (S E Wales) and Executive Member of the All Wales CSP. She has been involved with the Samaritans; Riding for the Disabled; Victim Support; the Youth Offending Team, is a Governor of two schools and is currently Chair of the Governors of the Hollies school for Special Needs. Maureen was Chairman of Ladies Circle, Inner Wheel and Tangent. Maureen was a Member of the Medical Ethics Committee (SE Wales) and became a Member of the Standards and Ethics Committee in 2006. Maureen received the MBE for her physiotherapy work in Wales.</p>
 <p>Paul Stockton</p>	<p>Paul Stockton is a management and marketing consultant working with cultural and charity organisations in Wales. He is a guest lecturer at the Royal Welsh College of Music and Drama and a member of the Board of the Chartered Institute of Marketing in Wales. Previously, Paul was the Director of Cardiff Samaritans and Regional Representative for Samaritans in Wales and the Marches. Paul became an Independent Member of the Standards and Ethics Committee in 2006.</p>



Deirdre Jones

Deirdre Jones has spent over 30 years as an academic in Cardiff teaching and researching in the areas of health and social services; during which time she held consultancies nationally and locally. She has held positions with local and national branches of her relevant professional bodies. Deirdre has for many years been involved in charitable organisations, nationally and locally; mostly those involved in the well-being of older people and their carers. She is a member of a Local Research Ethics Committee and became an Independent Member of the Standards and Ethics Committee in 2006.



Community Councillor John Hughes

John Hughes, a North Walian who moved to Cardiff in 1972, was appointed as the Community Council Member on the Standards and Ethics Committee in 2009. He has worked in the Insurance Industry for over 45 years, running his own brokerage for 17 years. He has served St Fagans Community Council for 20 years and was a former Chair of St Fagans Church in Wales Junior School. Currently involved in charitable organisations and is a keen gardener.



County Councillor, Professor Delme Bowen BSc, PhD, DSc.,

Delme Bowen, executive member for traffic and transportation, Cardiff County Council, has long and distinguished experience in government, having served at Community, Borough, and County levels over the past 20 years. Educated at Amman Valley Grammar School and Cardiff University, he is a widely travelled author and scientist. As Professor of Cell Biology, he is an expert in biomedicine, education and environmental matters. He is a regular contributor to the media in both English and Welsh. He has represented Creigiau at County level for over seventeen years. He was for many years a member of Taff Ely Borough Council, and Mid Glamorgan County Council. He currently represents Creigiau and St Fagans on Cardiff County and is former Chair of Pontryclun and Pentyrch Community Councils. He is a family man with four grown up children. Professor Bowen is Governor of Ysgol Y Creigiau and former Governor for the National Museum or Wales and the Welsh schools at Llantrisant and Llanhari. He is currently chairman of the Plaid Cymru Group at Cardiff County Council.



County Councillor Tim Davies

Timothy Davies serves on the Whitchurch & Tongwynlais Electoral Division, and was elected on 10 June 2004 for the first time.

Serving on the following committees:
Employment Conditions Committee; Economic and Culture Scrutiny Committee; and the Standards and Ethics Committee

Also serves on the following outside bodies - Amersham Local Liaison Committee; Cardiff and Vale of Glamorgan Pension Fund and South Wales Police Authority.



**County
Councillor
Simon
Wakefield**

Dr Simon Wakefield has been a county councillor both in Swansea (SDP) and Cardiff (Liberal Democrat) with a total of fifteen years experience. He currently represents Cathays, essentially the city centre and the high density urban area dominated by students. This is useful since when he is not being a councillor he is employed by Cardiff University as Director of Teaching in Earth and Ocean Sciences. For the council he chairs the Environmental Scrutiny Committee and is a past member of two other scrutiny committees. He is a member of the Millennium Stadium Charitable Trust and has strong interests in environmental and sustainability issues.