

Headline Findings of Member Exit Survey 2017

Question 1. Q1: How long have you served as a Councillor for Cardiff?

Answer Choices	Responses	
0 - 2 years	6.52%	3
2 -5 years (1 term)	41.30%	19
6 -7 years	4.35%	2
8 - 10 years (2 terms)	10.87%	5
10 years or more (3 terms or more)	36.96%	17
Total		46

The results in the table above show that more than a third (37%) of all the Elected Members have served as part of Cardiff Council for more than 10 years.

2 out of 5 (42%) have been serving the Council only during this current term.

Q2. What roles or positions have you held during your term in office?

Answer Choices	Responses	
Leader	2.22%	1
Deputy Leader	2.22%	1
Leader of the Opposition	6.67%	3
Cabinet Member	26.67%	12
Committee Chair	37.78%	17
Scrutiny Committee Member	80.00%	36
Member of Other Council Committees	71.11%	32
Lord Mayor/Chair or Deputy Mayor/Deputy Chair of Council	20.00%	9
Other (please specify)	24.44%	11
Total Respondents: 45		

Q3. Are you standing for re-election after your current term in office?

Answer Choices	Responses	
Yes	60.87%	28
No	36.96%	17
Don't know or Unsure	2.17%	1
Total		46

Q4. Reasons for standing down as an elected Member

Answer Choices	Responses	
Retirement	37.50%	6
Changes to employment	18.75%	3
Moving away	0.00%	0
Ill health	12.50%	2
Caring responsibilities	18.75%	3
Work-life balance/Time pressures	31.25%	5
Changing role of Councillors	6.25%	1
Inadequate remuneration	0.00%	0
Dissatisfaction with role as Councillor	37.50%	6
Other (please specify)	43.75%	7
Total Respondents: 16		

Other additional reasons cited by these Members are:

- relationship with their political party and the party politics associated with their role in the Council;
- the conduct of other Members in particularly a perceived “culture of bullying” and discrimination;
- difficulty with making an impact on Council policies.

Q14. During your term in office, have you personally experienced any of the following unacceptable behaviours?

	YES	NO	TOTAL RESPONDENTS
Bullying	37% (14)	63% (24)	(38)
Discriminatory Behaviours	34% (12)	66% (23)	(35)

Q15: Have you witnessed any of the following unacceptable behaviours displayed to others?

	BETWEEN COUNCILLORS	BETWEEN COUNCILLORS AND OFFICERS	TOTAL RESPONDENTS
Bullying	68% (25)	32% (12)	(37)
Discriminatory Behaviours	79% (15)	21% (4)	(19)

Q16: Did you report the incident at the time?

YES	NO	TOTAL RESPONDENTS
44% (14)	56% (18)	(32)

Q17. If No, why did you not report the incident?

Theme	Potential actions suggested by MO
For relevant Council Officers to deal with: <ul style="list-style-type: none"> behaviour was displayed in presence of those in position to deal with it 	The Monitoring Officer continues to follow up on unacceptable behaviour she witnesses.
For Party Group to deal with: <ul style="list-style-type: none"> was a matter for the party group to 	Councillor induction to stress that all are responsible for challenging

Theme	Potential actions suggested by MO
deal with	unacceptable behaviour.
Was reported by others.	
Was reported by victim	
Thought it was a matter for the individual to deal with.	
Felt it would have been a waste of time	Councillor induction to stress that no-one is above the law, and inappropriate behaviour should be reported so it is recorded even if there is a request that no action be taken.
Dealt with it personally when appropriate	
Did not want to affect Officer and Member relationship	
Covert behaviours difficult to report	
Unsure whether incident required reporting	

Q18: Whom did you report the incident to?

	PERCENT OF RESPONDENTS
MONITORING OFFICER	69% (9)
GROUP WHIP	62% (8)
GROUP LEADER	38% (5)

Q19. When you reported the incident, were you satisfied with how this was dealt with?

YES	NO	TOTAL RESPONSES
29% (4)	71% (10)	(14)

Q20. If No, please elaborate

Theme	Potential actions
1. Repression of Member's concern	
2. Perception that no action was taken	
3. Issue raised/reported has remain unresolved	
4. Unsatisfactory response from responsible Officers or party group	
5. Managing a "bullying culture" is challenging	
6. No wish to explain	

Q21. What do you think should be done to stop or prevent bullying and discriminatory behaviours from happening in the future?

Theme	Potential actions suggested by MO
Awareness Raising	
1.1 Awareness raising or training on this matter	The Constitution Committee has recommended to full Council that code of conduct and equality training be made essential and a commitment to attending be included in the Cardiff undertaking. This will be reported to the March Council meeting for a decision. This will be covered in member induction.
Improving reporting arrangements/protocols	
2.1 Encourage reporting/Reporting Bullying with no fear of recrimination	
2.2 Named contact Officer for advice and support	Current staff confidential counselling service is to be made available for councillors. Information to be provided in member induction.
Dealing with incidents	

Theme	Potential actions suggested by MO
3.1 Immediate action following reporting of incident	<p>In member induction explain the processes for complaining. The law does not allow councillors to be suspended in advance of an investigation and finding of breach of the code of conduct.</p> <p>Encourage party leaders and whips to take action.</p>
3.2 Enforcement of protocols and sanctions as a result of breach code of conduct	
3.3 Clear governance around bullying or discriminatory incidents	<p>In member induction explain the process for complaining. There is a legal process which has to be followed. The law does not allow councillors to be suspended in advance of an investigation and finding of breach of the code of conduct.</p>
3.4 Enforcement powers for the by Standards and Ethics Committee	
3.5 Harsher penalties or sanctions for those found guilty.	<p>Political groups could remove the party whip from an individual councillor to encourage better behaviour.</p>
3.6 Naming and shaming	<p>Findings of a breach of the Code of Conduct will be reported to Ethics and Standards Committee and Council.</p>
Development areas to deter behaviours	
4.1 Clear governance around bullying or discriminatory incidents	
4.2 Greater role for group parties dealing with these matters	
4.3 Culture change	
4.4 Increasing involvement of backbench in decision making	
4.5 Behaviours are manifestation of financial issues confronting the local	

Theme	Potential actions suggested by MO
authority	
Encouraging better member conduct	
5.1 Mutual respect and better behaviours at Council Meetings	
5.2 Mentoring or regular 1-1s with Members	
5.3 Facilitation of meetings	