

## POTENTIAL ACTIONS TO SUPPORT OUTCOMES FROM 2017 MEMBER ANNUAL SURVEY

## WITHIN THE REMIT OF THE STANDARDS &amp; ETHICS COMMITTEE

Themes	Comments from the Monitoring Officer	Comments from Party Whips
<b>Clear Expectations</b>		
(i) Member induction and ongoing learning and development to be used to continue to raise awareness of expectations and the ethical standards and principles Councillors must follow.	All 75 members have carried out Code of Conduct training as part of the member induction. I have noticed an improvement in behaviour at public meetings during this Council. I take every opportunity to challenge inappropriate behaviour.	<p>Agree with comments and recognise the need to continue to promote Members involvement and participation</p> <p>Induction programme has been well received.</p> <p>Party Groups and Whips have a role in party specific inductions.</p>
(ii) Training to be used to help influence (change) attitudes e.g. communication skills; chairing meetings and managing challenging behaviour.	<p>The member development programme will include these sessions, but at the moment there is no agreement in place for them to be compulsory.</p> <p>My experience is that challenging inappropriate behaviour when it occurs or soon after is the most productive way of dealing with it. As a Council officer I am not present at political group meetings to do so, however members of Standards and Ethics Committee, supported by their Group Leaders and Whips, could take this role.</p>	<p>Training to help influence attitudes (e.g. communication skills; chairing meetings and managing challenging behaviour) be agreed compulsory training for Members, including for returning Members.</p> <p>Agree that respectfully challenging inappropriate behaviour when it occurs (or as close as reasonably possible) is productive and is everyone's responsibility.</p>

**APPENDIX B**

Themes	Comments from the Monitoring Officer	Comments from Party Whips
		<p>Agree leadership from Standards and Ethics Committee Members, supported by Group leaders and Whips would reinforce this expectation.</p> <p>Agree with Monitoring Officer comment.</p>
(iii) Ensure a good understanding of what bullying, discriminatory and inappropriate behaviour is.	This should be covered in the next Standards and Ethics newsletter and at future training sessions.	<p>Agree with Monitoring Officer comment.</p> <p>In addition, incorporate a good understanding of what bullying, discriminatory and inappropriate behaviours is into equalities training.</p> <p>Agree with Monitoring Officer comment.</p>
(iv) Tackle the perceptions raised that things won't change.	Things have changed for the better during this Council and I believe they will continue to do so.	Agree things have changed for the better
(v) Cultural perceptions – e.g. laddish behaviours	This needs to be challenged appropriately when it occurs.	<p>Agree regarding appropriate and respectful challenge should this behaviour occur.</p> <p>Also, equalities training to positively reinforce inclusive behaviours &amp; approaches.</p> <p>Agree with Monitoring Officer comment.</p>

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(vi) Need for clear guidelines and protocols between Elected Members and Officers.	There is a Protocol on Member/Officer Relations in the Council's Constitution.	Agree with Monitoring Officer comments
<b>Dealing with Incidents</b>		
(i) Self-regulation through peer pressure and challenges of bad behaviour.	This is a good first step, but not everyone feels able to do this and so it is important that incidents can be raised with others.	<p>Agree with 'Dealing with Incidents' (i)</p> <p>Continue developing supportive and respectful culture.</p> <p>Encourage issues to be raised/discussed with Group Whips and/or trusted Member.</p> <p>Councillors need to raise issues with whips and leaders</p>
(ii) Informal action such as requirement to undertake essential training; or informal warnings to be used to address behaviours before they escalate to more serious behaviours.	As Monitoring Officer I do take informal action to address issues I am aware of.	<p>'Dealing with Incidents' (ii) seems quite a jump to formal action.</p> <p>Informal action to include Member/s discussion with Whips (and/or Officer) to establish issues. Exploration of what the Member/s would like to see happen (expectations). Reduce likelihood of escalation of identified behaviours through appropriate early/rapid intervention.</p>

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		<p>Relevant Whips to be informed of issues raised and action taken by Monitoring Officer (reported anonymously as appropriate)</p> <p>Action stipulated in 'Dealing with Incidents' (ii) could be a possible option following discussions etc, although this is not an exhaustive list.</p> <p>Councillors need to raise issues with Whips and Leaders</p>
(iii) Clear, full and proper sanctions to be imposed on breaches of the Code of Conduct.	For serious breaches of the Code of Conduct suspension or disqualification from the role of councillor are the sanctions.	<p>Agree 'Dealing with Incidents' (iii) and Monitoring Officer comments. Follow procedures as required.</p> <p>Councillors need to raise issues with Whips and Leaders</p>
(iv) Elected Members who behave unacceptably should be named.	When Members are found to be in breach of the Code of Conduct after an investigation this is made public.	<p>Details of Elected Members who are found to be in breach of the Code of Conduct after an investigation will be published</p> <p>Agree with Monitoring Officer comment.</p>

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<p>(v) Signposting Members to how to report incidents and the support mechanisms available.</p>	<p>This was done during Code of Conduct training, and will be repeated and included in the next Standards Committee newsletter.</p>	<p>Agree, highlighting the approaches mentioned above</p>
		<p>Agree with Monitoring Officer comment.</p>
<p><b>Reporting</b></p>		
<p>(i) Ensure transparent, confidential and independent mechanism for reporting issues to ensure that Councillors feel that they can report incidents, and that they will be investigated.</p>	<p>This is in place, any suggestions for improvement are welcomed. There can be a conflict between it being transparent and confidential. In dealing with issues I am guided by the wishes of the complainant. In some circumstances complainants wish to make me aware of an issue in case it happens again, or to someone else, or becomes continuing behaviour, but they do not want any action initially.</p>	<p>Reporting (i) should be split into 2:</p> <p>Ensure transparent, confidential and independent mechanism for discussing and reporting issues.</p> <p>Ensure that Councillors feel that they can discuss or report incidents, and their concerns will be listened to, appropriately investigated and a way forward identified.</p>
		<p>No comment</p>
<p>(ii) Ensure fair treatment for all</p>	<p>This is an important principle of natural justice and is what the Code of Conduct processes are designed to achieve.</p>	<p>This is supportive for all involved in the process.</p>
		<p>No comment</p>