

COMPARATIVE ELECTED MEMBER ANNUAL SURVEY DATA FOR STANDARDS AND ETHICS

Monitoring Officer Responses to “Free Text” Comments

Comments	Monitoring Officer Responses
Patronising and condensing attitudes, dismissing concerns	All members are asked to challenge these at the time if they witness them and feel able to do so. They are also asked to report them to the Monitoring Officer who will take action if there has been a potential breach of the Code of Conduct.
Very friendly	
Voicemail left by one Member and formal complaint being considered	
Heckling and goading at council meetings. Although this is accepted as normal within political environments it is not a respectful way to behave and engage with your peers	All members are asked to challenge these at the time if they witness them and feel able to do so. They are also asked to report them to the Monitoring Officer who will take action if there has been a potential breach of the Code of Conduct.
It involved a member of the public	
It was in full council - in my view sexist language - and I intend to complain but as it was witnessed no need to report as such	The Monitoring Officer often raises unacceptable behaviour with members when she has witnessed it, but without a formal complaint it is not formally recorded and no formal action is taken.
Anticipate that the response will just be "that's politics".	If the behaviour has been in breach of the Code of Conduct, it will not be ignored as “that’s politics”. However robust challenge and criticism of policies is not a breach of the code of conduct in the cut and thrust of debate in the Council Chamber, but personal attacks are not acceptable.
Why do you think? Party on Party issues are never dealt with properly I dealt with personally	
Not sure	
Doesn't actually break any code of conduct	
Instigated by external party	

Comments	Monitoring Officer Responses
Treatment of backbench members, particularly from cabinet members in the chamber	All members are asked to challenge these at the time if they witness them and feel able to do so. They are also asked to report them to the Monitoring Officer who will take action if there has been a potential breach of the Code of Conduct.
Occasionally some slightly poor behaviours in council and extremely poor behaviour by Cllr <i>Named</i> in particular at his Standards hearing.	All members are asked to challenge these at the time if they witness them and feel able to do so. They are also asked to report them to the Monitoring Officer who will take action if there has been a potential breach of the Code of Conduct.
Some general rudeness and shouting In meetings	All members are asked to challenge these at the time if they witness them and feel able to do so. They are also asked to report them to the Monitoring Officer who will take action if there has been a potential breach of the Code of Conduct.
I've watched " <i>the Individual</i> " in action often at Council meetings	
Hearing Panel 14/1/2020	
Councillors who make their point either in meetings or on line in a bullying and aggressive way Councillors who say and do things without thinking of the consequences to other councillors, staff, residents and service users	All members are asked to challenge these at the time if they witness them and feel able to do so. They are also asked to report them to the Monitoring Officer who will take action if there has been a potential breach of the Code of Conduct.
General comments made in committee and council heckling in Council meetings	All members are asked to challenge these at the time if they witness them and feel able to do so. They are also asked to report them to the Monitoring Officer who will take action if there has been a potential breach of the Code of Conduct.
It was at a public meeting and was recorded	
Not always possible None witnessed	
same as my previous answer	
Most were being addressed by others and other incidents the victim did not want to take it further	

Comments	Monitoring Officer Responses
Educate individuals as to what are classified as discriminatory views and actions. Continue the status quo that seems to work very well	
Be much stricter on those who exhibit bullying behaviour Training for those identified displaying those kinds of behaviours.	If formal complaints are made and a Cllr is found to have been in breach of the Code of Conduct by bullying or failing to respect others, an elected member can be asked to attend a training course. Otherwise training on the Code of Conduct is compulsory and provided for all Cllrs.
I think sexist, patronising or bullying behaviour in the chamber should be called out as it happens and the person asked to withdraw it. Groups should be challenging that kind of behaviour with their own members too	The Lord Mayor chairs the meeting robustly to try to prevent this type of behaviour. Challenge and “behind the scenes” action from Group Whips and Group Leaders is encouraged and the Monitoring Officer will provide support for this if requested. For example, Groups could withdraw the group whip and membership of committee places for a period of time.
Educate politicians that politics does not have to be a game of personal insults suspend offenders	Code of Conduct training does cover this point. If formal complaints are made in relation to serious or repeat breaches of the Code of Conduct and a Hearing Panel finds that there has been a breach, the Panel may suspend a Cllr. Or if a member behaves improperly or offensively in a meeting, the Chair may move that the member be not heard, or that the member leaves the meeting. However, this can be difficult to enforce.
Zero tolerance. Zero tolerance	
Those who do breach behaviours should be quickly told they have	
Learn how to respond appropriately & remember that the perpetrator will not change With the consent of the complainant, name and shame	The Chair of a meeting, Group Leaders, whips, other members, may call out unacceptable behaviour.
You can protect officers as employees but you can't protect councillors as they are politicians, and the rules of normal decency do not apply to politicians	Principles of Standards in public life do apply to Cllrs and politicians and we should not tolerate unacceptable behaviours.

Comments	Monitoring Officer Responses
<p>Have clear guide lines and if they cross that line then ban them from those meetings until they apologise.</p>	<p>The Code of Conduct for Cllrs is clear, and breaches of the Code have to be dealt with in accordance with an agreed process. Unless a member is suspended as a result of that process, or the group decides to withdraw the group whip or a committee place, there is no power to ban a Councillor from a meeting, and even then they may attend as a member of the public to observe (unless they have declared a personal and prejudicial interest).</p>
<p>Effective sanctions and swifter S&E response</p>	<p>The process for dealing with complaints is set out and includes having an investigation and following a prehearing process giving the Cllr complained of and the complainant the opportunity to put forward their case. Hearings then need to be set up taking into account the availability of witnesses. Unfortunately it is not always possible to progress smoothly and swiftly through the process.</p>
<p>The council should engage political parties and other interested parties in the code of conduct and the principles of public life to ensure that any prospective candidate is aware of these prior to being approved or selected.</p>	<p>The Monitoring Officer did offer to the Group Whips to hold seminars for would be Cllrs /candidates making them aware of the help available and requirements made of councillors, including the Code of Conduct. The Groups did not take this up.</p>
<p>Some could have been reported but if it is dealt with and does not reoccur I am satisfied.</p>	
<p>It is helpful to reissue guidance so that new members of the council are aware of the policy.</p>	<p>All newly elected members attend a training session with the Council's Monitoring Officer on the member Code of Conduct and Council decision making requirements.</p>
<p>Have a workshop on what constitutes bullying and unacceptable behaviour as I'm not sure people necessarily understand what some people class as such behaviour.</p>	<p>A refresher session on Council decision making and the Code of Conduct is being planned.</p>
<p>Good quality awareness training that specifically looks at types of discriminatory behaviour and how it manifests itself.</p>	

Comments	Monitoring Officer Responses
Members training and protocol needs to be mandatory Effective chairing.	<p>The member Code of Conduct and training on it is mandatory.</p> <p>A Member development session has recently been held on chairing skills.</p>
<p>Training on respectful behaviours and expectations of behaviour. Calling out any inappropriate behaviour. Over time I think a culture change is needed to address disrespectful behaviours between political members (this is widely accepted as normal in a political environment). Wider structural changes are needed throughout the council to address all forms of inequality - this should be part of every departments role, senior managers portfolio to normalise discussion on these issues, and address</p>	
Code of conduct should be adhered too	

DRAFT