

Councillor Exit Survey 2022

Dear Councillor

We are approaching the end of this administration and the pre-election period which starts on 18 March 2022. To support the work of the Democratic Services and Standards and Ethics Committees this survey has been developed to seek your views on the services and support provided to you as an Elected, Independent or co-opted member of Cardiff Council. It is intended that the results of this survey will inform the work of the Committees to improve the support and services provided to you in your various roles within the Council and to identify behaviours that have impacted you during your term of office.

The findings of this survey will:

- Be vital in helping the Democratic Services Committee to effectively tailor the support and services that are provided.
- Enable your experience(s) of unacceptable behaviours to be reported to the Standards and Ethics Committee as part of its monitoring work.

Where appropriate, the results of this survey will be compared to the findings of previous surveys to identify any changes that have occurred during this administration.

I would like to assure you that all information that you provide in completing this survey will be treated as confidential, in line with the requirements of the Data Protection Act 2018 and the General Data Protection Principles. All responses will be processed in accordance with Data Protection Act requirements and by participating in this survey you are consenting to the Council processing the data for the purpose for which it is supplied. If you wish to withdraw consent at any time, please email gary.jones3@cardiff.gov.uk.

This survey will take approximately 15 minutes to complete. If you need any assistance completing the survey, please contact the Members Services Team.

Thank you for taking the time to complete this survey.

Yours sincerely,

Gary Jones
Head of Democratic Services

Q1 How long has been your current continuous period of service as a Councillor?

- Since a by-election held between 2017 and 2021
- Since the 2017 Local Government Elections
- Since a by-election held between the 2012 and 2017 Local Government Elections
- Since the 2012 Local Government Elections
- Elected before 2012

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

(Please click all that apply.)

- Leader
- Deputy Leader
- Leader of the Opposition
- Cabinet Member
- Committee Chair
- Scrutiny Committee Member
- Member of other committee
- Lord Mayor or Deputy Lord Mayor
- Other

Q2 Please specify

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

- Yes
- No
- Don't know or unsure

Q4 If No, what are your reasons for standing down as an Elected Member?

(Please tick all that apply.)

- Retirement
- Changes to employment
- Moving away
- Ill health
- Caring responsibilities
- Work-life balance/time pressures
- Changing role of Councillors
- Inadequate remuneration
- Dissatisfaction with role as Councillor
- Other

Q4 Please specify

Q5 What changes or improvements should be put in place to discourage Elected Members from standing down in the future?

Q6 What have you **enjoyed most** about being a Councillor for Cardiff?

Q7 What have you **enjoyed least** about being a Councillor for Cardiff?

Q8 What **additional support or assistance would have been useful** in helping you fulfil the various roles that you have as an Elected Member of the Council?

Q9 What **other induction and/or training opportunities** should have been made available during your term in office?

Q10 Which Group are you a member of?

- Conservative
- Labour
- Liberal Democrat
- Propel
- I am not part of a Group

Q11 Do you feel your Group has provided you with sufficient support to effectively fulfil your role as Councillor?

- Yes
- No
- Not sure

Q12 What other types of support should your Group provide its members?

Q13 During your term in office, have you **personally experienced** any of the following unacceptable behaviours?

Yes

No

Bullying

Q13 Discriminatory behaviours

Q13 Other

Q13 Please specify.

Q14 Did you report the bullying incident you experienced at the time?

Yes

No

Q14 Why did you not report the incident?

Q15 Who did you report the incident to?

Monitoring Officer

Group Leader

Group Whip

Other

Q15 Please specify

Q16 Were you happy with how your report was dealt?

Yes

No

Q16 Please elaborate.

Q17 Did you report the discriminatory behaviour you experienced at the time?

Yes

No

Q17 Why did you not report the incident?

Q18 Who did you report the incident to?

Monitoring Officer

Group Leader

Group Whip

Other

Q18 Please specify

Q19 Were you happy with how your report was dealt?

Yes

No

Q19 Please elaborate.

Q20 Did you report the 'Other' incident that you experienced at the time?

Yes

No

Q20 Why did you not report the incident?

Q21 Who did you report the incident to?

Monitoring Officer

Group Leader

Group Whip

Other

Q21 Please specify

Q22 Were you happy with how your report was dealt?

Yes

No

Q22 Please elaborate.

Q23 If you have **witnessed** any of the following unacceptable behaviours displayed to others, please tick the box/es that apply to your response. If not, click 'Next' at the bottom of the page to proceed to the next question.

Between Councillors

Between Councillors and Officers

Bullying

Q23 Discriminatory behaviours

Q23 Other

Q23 Please specify which 'Other' unacceptable behaviours you witnessed between Councillors.

Q23 Please specify which 'Other' unacceptable behaviours you witnessed between Councillors and officers.

Q24 Did you report the bullying between Councillors that you witnessed at the time?

Yes

No

Q24 Why did you not report the incident?

Q25 Who did you did you report the incident to?

Monitoring Officer

Group Leader

Group Whip

Other

Q25 Please specify

Q26 Were you happy with how your report was dealt?

Yes

No

Q26 Please elaborate.

Q27 Did you report the bullying between Councillors and Officers that you witnessed at the time?

Yes

No

Q27 Why did you not report the incident?

Q28 Who did you report the incident to?

Monitoring Officer

Group Leader

Group Whip

Other

Q28 Please specify

Q29 Were you happy with how your report was dealt?

Yes

No

Q29 Please elaborate.

Q30 Did you report the discrimination between Councillors that you witnessed at the time?

Yes

No

Q30 Why did you not report the incident?

Q31 Who did you report the incident to?

Monitoring Officer

Group Leader

Group Whip

Other

Q31 Please specify

Q32 Were you happy with how your report was dealt?

Yes

No

Q32 Please elaborate.

Q33 Did you report the discrimination between Councillors and Officers that you witnessed at the time?

Yes

No

Q33 Why did you not report the incident?

Q34 Who did you report the incident to?

Monitoring Officer

Group Leader

Group Whip

Other

Q34 Please specify

Q35 Were you happy with how your report was dealt?

Yes

No

Q35 Please elaborate.

Q36 Did you report the 'Other' unacceptable behaviours between Councillors that you witnessed at the time?

Yes

No

Q36 Why did you not report the incident?

Q37 Who did you report the incident to?

Monitoring Officer

Group Leader

Group Whip

Other

Q37 Please specify

Q38 Were you happy with how your report was dealt with?

Yes

No

Q38 Please elaborate.

Q39 Did you report the 'Other' unacceptable behaviours between Councillors and Officers that you witnessed at the time?

Yes

No

Q39 Why did you not report the incident?

Q40 Who did you report the incident to?

Monitoring Officer

Group Leader

Group Whip

Other

Q40 Please specify

Q41 Were you happy with how your report was dealt with?

Yes

No

Q41 Please elaborate.

Q42 What do you think should be done to stop or prevent bullying and discriminatory behaviours from happening in the future?

Monitoring information

Q43 What was your age on your last birthday?

- 25-34
- 45-54
- 65-74
- 75+
- Prefer not to say

Q44 Are you:

- Female
- Male
- Other
- Prefer not to say

Q45 Do you identify as trans?

- Yes
- No
- Prefer to self-describe
- Prefer not to say

Q46 Do any children live in your household?

Please tick all that apply.

- No children
- Yes, children under 5 years old (pre-school)
- Yes, aged 5-11 (primary school)
- Yes, aged 11-16 (secondary school)
- Yes, aged 16-18 in full-time education or working
- Yes, aged 16-18 **not** in full-time education or working

Q47 Aside from your role as a Councillor, which of the following best describes what you are doing at present?

- Working full time (30+ hours per week)
- Working part time (less than 30 hours per week)
- In full-time education
- On a government training scheme
- Unemployed, registered job seeker
- Unemployed, registered but not seeking work
- On a zero-hour contract
- Permanently sick or disabled
- Wholly retired from work
- Looking after home
- Caring for a child or adult
- Other

Q48 Do you identify as a disabled person?

- Yes
- No
- Prefer not to say

Q49 Please tick any of the following that apply to you:

- Deaf/deafened/hard of hearing
- Mobility impairment
- Mental-health difficulties
- Learning impairment/difficulties
- Visual impairment
- Wheelchair user
- Long-standing illness or health condition (e.g. cancer, diabetes, or asthma)
- Prefer not to say
- Other

Q50 Do you care, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without your support?

- Yes
- No

Q51 Do you regard yourself as belonging to any particular religion?

- No, no religion
- Buddhist
- Muslim
- Sikh
- Christian (including Church in Wales, Catholic, protestant and all other Christian denominations)
- Hindu
- Jewish
- Other
- Prefer not to answer

Q52 How would you describe your sexual orientation?

- Bisexual
- Gay woman/lesbian
- Gay man
- Heterosexual/straight
- Other
- Prefer not to answer

Q53 Are you:

- Single
- In a same-sex civil partnership
- Married
- Living together/co-habiting
- Separated/divorced or legally separated if formally in a same-sex civil partnership
- Widowed
- Other

Q54 What is your term ethnic group?

Where the term "British" is used, this refers to any of the four home nations of Wales, England, Northern Ireland and Scotland, or any combination of these.

- White -- British
- White -- Irish
- White -- Gypsy or Irish Traveller
- White -- any other white background
- Mixed/multiple ethnic groups -- white and Asian
- Mixed/multiple ethnic groups -- white and black Caribbean
- Mixed/multiple ethnic groups -- white and black African
- Mixed/multiple ethnic groups -- any other
- Asian/Asian British -- Chinese
- Asian/Asian British -- Pakistani
- Asian/Asian British -- Bangladeshi
- Asian/Asian British -- Indian
- Asian/Asian British -- any other
- Black/African/Carribbean/black Welsh/British -- African
- Black/African/Carribbean/black Welsh/British -- Caribbean
- Black/African/Carribbean/black Welsh/British -- any other
- Arab
- Any other ethnic group
- Prefer not to say

Thank you for completeing the survey!