



Elected Member Exit Survey Outcomes 2022

Standards & Ethics Committee Extract

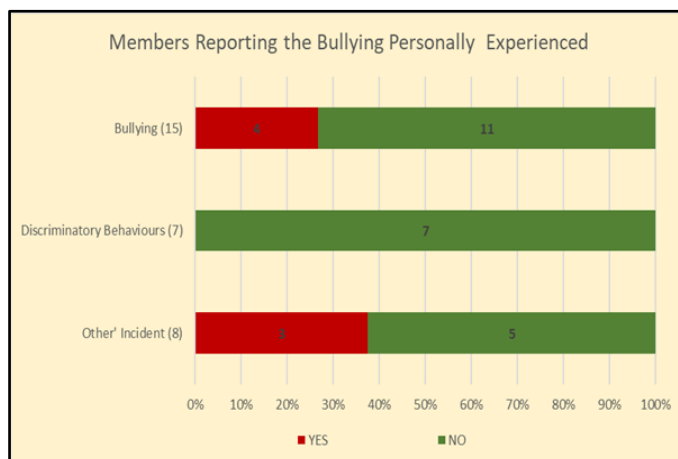
Contents

1. Personally experienced unacceptable behaviours during term in office	4
2. Witnessed unacceptable behaviours between Councillors.....	6
3. Witnessed Bullying between Councillors and Officers.....	8
4. What can be done to reduce bullying	9
5. Appendix 1	14
18.1. Personally Experienced Bullying	14
18.2. Personally Experienced Discriminatory Incident.....	16
18.3. Personally Experienced 'Other' Unacceptable behaviours	17
18.4. Witnessed Bullying between Councillors	19
18.5. Witnessed Discrimination between Councillors	21
18.6. Witnessed 'Other' Unacceptable behaviours between Councillors.....	23
18.7. Witnessed Discriminatory Behaviours between Councillors and Officers.....	26
18.8. Witnessed 'Other' Unacceptable Behaviours (Councillors and Officers)	27

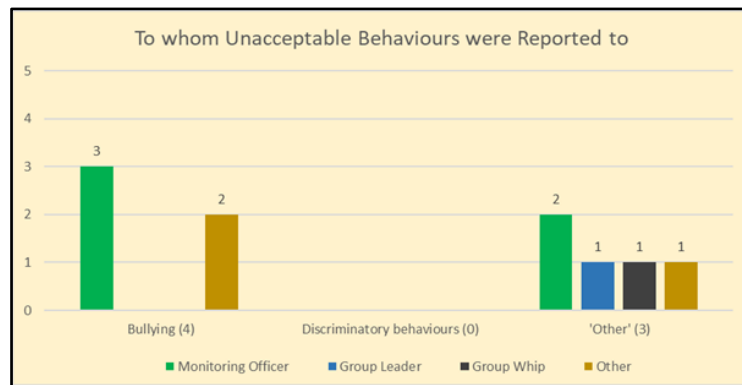
1. Personally experienced unacceptable behaviours during term in office



A substantial proportion of respondents (up to 38% in total) confirmed that they have personally experienced various types of unacceptable behaviours in the last year. In total, as many as 15 out of 39 respondents or 38% indicated that they have personally experienced bullying during their last year in office. A much lower proportion and number confirmed that they experienced discriminatory (21%) and/or other unacceptable behaviours (26%)

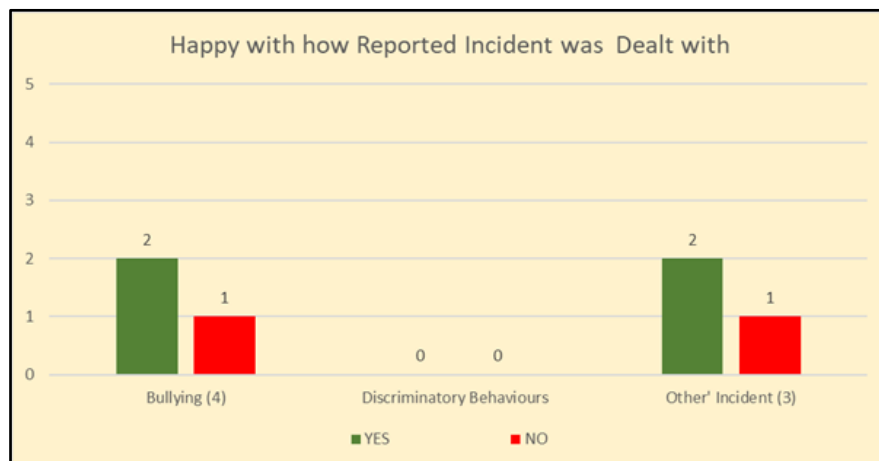


Only a small proportion (27% and 38%) of respondents who experienced various unacceptable behaviours reported these incidents. The majority have chosen not to do so. Just over a quarter (27%) who experienced bullying reported it. In comparison a slightly higher proportion (38%) of those who experienced 'Other' unacceptable behaviours confirmed doing so. None of those who (100%) experienced discriminatory behaviours reported the incident.



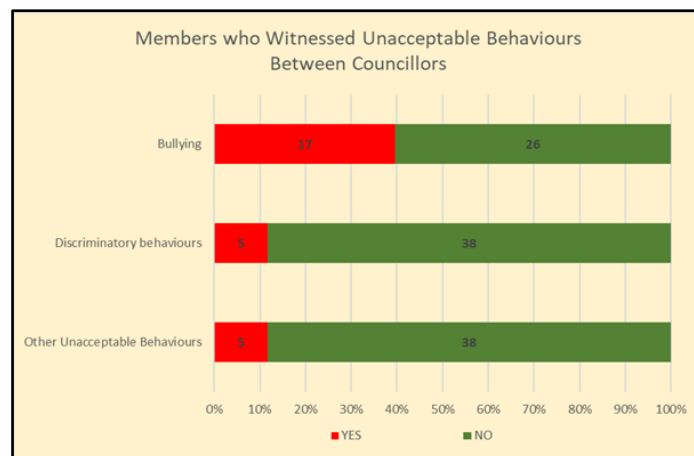
The results in the Chart above show that not all of those who report unacceptable behaviours they experienced have taken matter to the Monitoring Officer. Only 3 out of 4 or 75% of these respondents reported the incident to the Monitoring Officer. One of these respondents have chosen not only to report the incident to the Monitoring Officer but have resorted to other avenues. One other respondent had chosen to report incident experienced using a different avenue.

Most of those (2 out of 3 or 67%) who experienced 'Other' unacceptable behaviours reported to the Monitoring Officer. In addition to reporting to the Monitoring Officer, some respondents also report 'Other' unacceptable behaviour incidents to other avenues shown above.



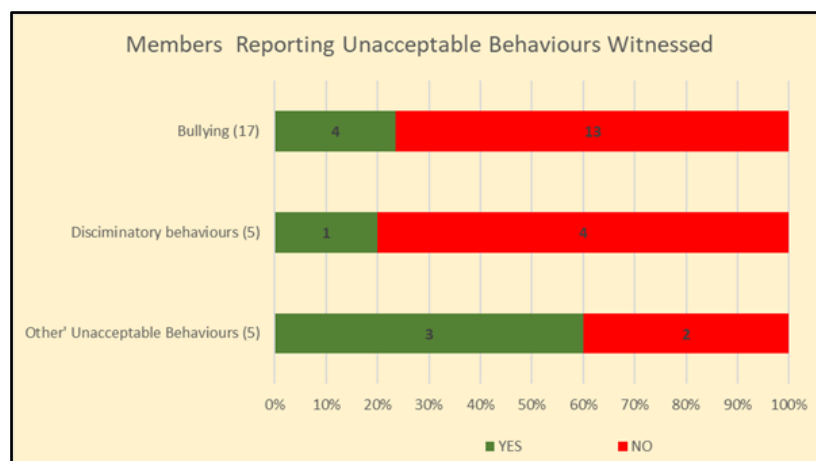
The majority of those who reported unacceptable behaviours that they experienced confirmed that they were happy with how it was dealt with. Only a few respondents indicated a negative response.

2. Witnessed unacceptable behaviours between Councillors



A substantial proportion of Members confirmed that they have witnessed unacceptable behaviours between Councillors. As many as 17 out of 43 respondents (40%) indicated that they witnessed bullying incidents between Councillors. A much lower number 5 out of 43 (12%) have witnessed discriminatory behaviours or 'Other' unacceptable behaviours between Councillors.

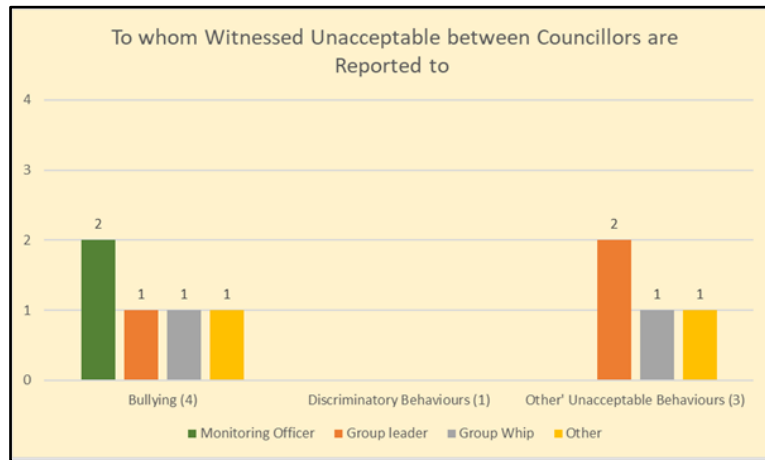
It must be noted that the figures on the number and proportion of those who have witnessed (40%) bullying incidents between Councillors is slightly higher compared to those Members (38%) who confirmed that they have personally experience bullying. This suggests that some unacceptable behaviours may not necessarily be regarded as bullying by those who experienced it but could be perceived as a bullying by those witnessing it. These results also suggest that more work needs to be done to enable Members to recognise and identify bullying behaviours.



Only a small proportion of Members who have witnessed bullying (24%) and discriminatory behaviours (20%) between Councillors confirmed that they reported the incident they witnessed. A greater proportion of Councillors of who witnessed 'Other' unacceptable behaviours stated that they have reported the incident (60%) compared to those who did not (40%).

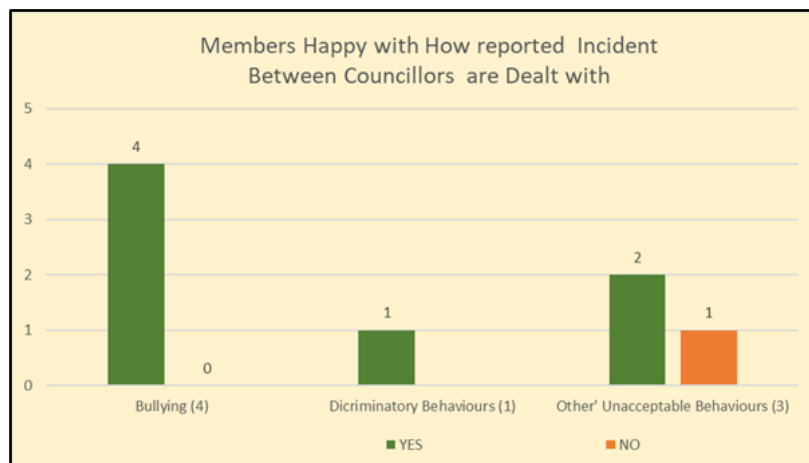
It must be noted that the figure on those who reported bullying that they have personally experienced (27%) is higher when compared to those that reported bullying that they witnessed (24%). However, the results show that a substantial proportion

(73% -76%) chose not to report these incidents. More work may need to be done to explore the reasons why Members who have personally experienced or witnessed bullying incidents did not report these incidents as well as encourage them to report these incidents.



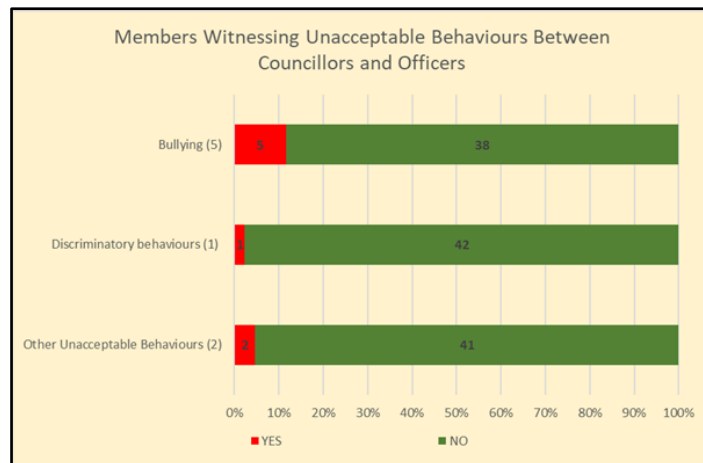
Those Members who reported the unacceptable behaviours they witnessed confirmed that they not only reported these incidents to the Monitoring Officer but to other responsible Officers or individuals within their Political Group and to other Officers they have chosen to take the matter to. No information was provided as to whom the discriminatory incident was reported to.

Furthermore, the results above also show that not all of those who have witnessed bullying incidents and other unacceptable behaviours between Councillors reported these to the Monitoring Officer. Only half of the bullying incidents (2 out of 4 or 50% of total) were reported to the Monitoring Officer, while others have chosen to report instead to the Group leader or the Group Whip. None of the 'Other' unacceptable behaviours witnessed were reported to the Monitoring Officer. These results suggest that more work may need to be done to encourage Members to report bullying and any other unacceptable behaviours to the Monitoring Officer as well as the relevant officers in their Political Group.

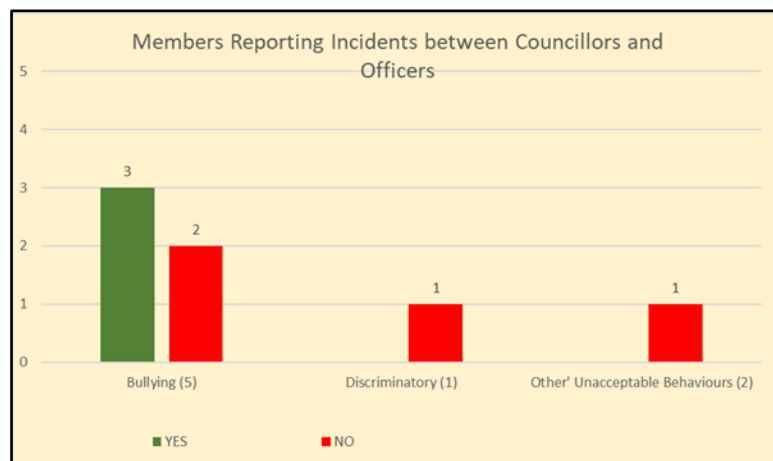


The vast majority of members who reported the unacceptable behaviours that they witnessed were happy with how the incidents were dealt Only one (1) respondent was not happy with the how the 'Other' incident' was dealt with.

3. Witnessed Bullying between Councillors and Officers

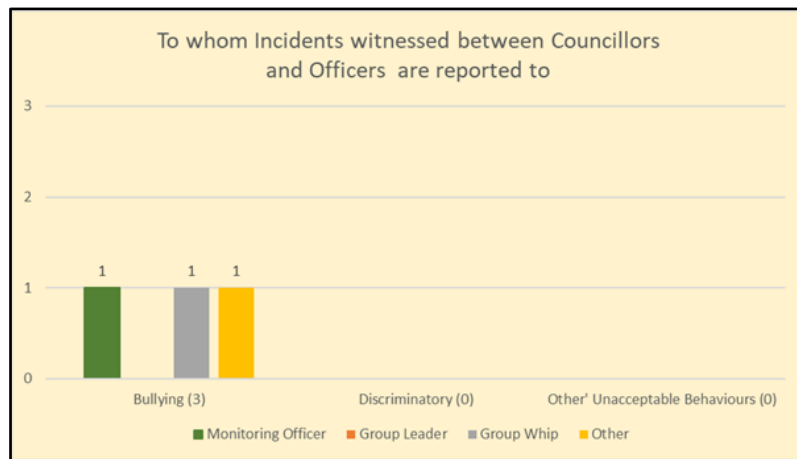


Only a very small number and proportion of Members confirmed that they have witnessed various unacceptable behaviours between Councillors and Officers. Only 5 out of 43 respondents (12% of total) confirmed that they had witnessed such bullying incidents. A comparatively smaller number and proportion indicated that they witnessed discriminatory (2%) and 'Other' (5%) unacceptable behaviours between Councillors and Officers.



A substantial proportion of those who witnessed unacceptable behaviours between Councillors and Officers confirmed that they reported these incidents. The majority of those (3 out of 5 or 60%) who have witnessed these also confirmed that they reported these incidents. A smaller number (2 out of 5 or 40%) stated that they did not report the incident they have witnessed.

All other respondents who witnessed 'Discriminatory' and 'Other' unacceptable behaviours between Councillors and Officers did not report these incidents. Further work needs to be done to explore reasons why as well as encourage Members to report unacceptable behaviour incidents that they witness between Councillors and Officers.



A small number and proportion of those who witnessed unacceptable behaviours have reported these to the Monitoring Officer and other relevant officers in their Political Group. More specifically only 1 who witnessed bullying incidents between Councillors and Officers reported this to the Monitoring Officer. Others reported to other avenues they felt appropriate.

The majority of the Members who witnessed the bullying incident between Councillors and Officers were happy with how the incident was dealt with. Only one respondent gave a negative response.

4. What can be done to reduce bullying

a. Greater penalties for bullying and unacceptable behaviours

Ser	Suggestion	Monitoring Officer's Comment
(1)	Suspend or eject offenders (Con)	Formal sanctions for breaches of the Code of Conduct may only be imposed after a complaint is considered by a Hearing Sub Committee and there is a finding of breach. Then a sanction can be imposed in accordance with the law and national guidance. Political Group Leaders may consider withdrawing the party whip or suspension from the group but they are likely to have their own party rules in relation to these actions.
(2)	Whips need to stamp out bad practices. Strong Standards and ethics policing the code of conduct (Lib Dem)	The new statutory duty on Group Leaders to promote high standards of conduct within their

Ser	Suggestion	Monitoring Officer's Comment
		group should assist with this.
(3)	Temp suspension from following meeting (Con)	There is no legal power to impose this in accordance with the law.
(4)	Better enforcement of policies and procedures on bullying and unacceptable behaviours (Con)	This requires complaints to be made in relation to actual breaches of the Code of Conduct, not just perceived breaches.
(5)	The group Leader should be informed (Lab)	Agreed.
(6)	Parties need to be bolder in refusing to approve and select candidates with a record of bad behaviour. (Lib Dem)	Agreed.
(7)	Whilst I respect that everyone is entitled to a view, when Councillors use their platform to attack those with protected characteristics, Officers do need to step in and I do feel that my concerns have been ignored by Senior Officers in the Council. (Lab)	Officers are not responsible for the behaviour of individual cllrs. Having said that, officers would normally challenge unacceptable behaviour outside of the meeting. Group leaders and Whips and other group members and the Chair of the meeting may also take action. However a public decision making meeting is not always the appropriate place to seek to challenge behaviour. A difficult situation can quickly escalate to an even worse one.
(8)	Tighten up the policies /procedures (Con)	I am not sure what is proposed.
(9)	Measures are sufficient and already in place, however following a complaint at the highest level a complaint was not taken forward as requested. this deters people from making complaints in the future. (Con)	This may refer to an incident where there was no breach of the Code of Conduct.
(10)	Bullies should always be reported for that obnoxious behaviour (Lab)	Agreed.
(11)	Deal properly with persistent offenders	The processes are in place for this where complaints are made and are found to be breaches of the Code of Conduct. One Cllr was suspended from office twice during the last Council

Ser	Suggestion	Monitoring Officer's Comment
		administration, for a longer period the second time. .
(12)	Actual consequences (Labour)	As above.
(13)	There is a member of the Council who has been found guilty of bullying at times, and if the authority monitored their behaviour and acted when it's unacceptable, that would probably help stop it (Lab)	As above.
(14)	Less tolerance. Some councillors get away with far too much. Same in society in general not just the council.	As above.
(15)	I think in those circumstances, the person who is guilty of bullying should be dealt with strongly (Lab)	As above.
(16)	More involvement with fellow group members. Often it is self-policing within groups and the MO only gets involved when it is different groups. (Con)	Agreed.
(17)	Stronger leadership in the chamber (Con)	There is a new statutory duty on Group Leaders to promote high standards of behaviour in their group. This may help.

b. Greater awareness of relationship building and unacceptable behaviours

Ser	Suggestion	Comment
(18)	Improved awareness amongst new and more senior Members on building effective relationships with colleagues and on various types of unacceptable behaviours. (Con)	Mandatory Code of Conduct training is provided for all members by the Monitoring Officer. The Committee may wish to consider other means of awareness raising.
(19)	This is often related to the lack of emotional intelligence displayed by a member. Attack is often the response when being held to account is itself misinterpreted as attack. Greater focus on the issues and avoidance of the more negative aspects of political interchange would help	See previous comment.
(20)	Awareness sessions at the start of term informing all councillors of acceptable and not acceptable behaviours, reinforced by group whips and leaders (Con)	See previous comment.
(21)	If it occurs in a meeting it should be picked up then - that is not the same as a disagreement in council. Members should	Meeting Chairs and all members may challenge unacceptable behaviour.

Ser	Suggestion	Comment
	feel they have someone independent that they can trust to talk complaints through too, ideally outside of the council completely (Lab)	All members have access to a confidential counselling service and if they wish may contact the Independent Chair or members of Standards and Ethics Committee.
(22)	A frank discussion on bully and discriminatory at induction to fully explain what is bullying behaviour and mandatory discrimination training that they must attend or Groups informed (Labour)	Mandatory Equalities training is provided. Unconscious bias training is "recommended" and available as an E-Learning Module
(23)	A few senior figures who once held power still live in the past. Newer Cllrs are better. (Con)	
(24)	Unfortunately I think local government attracts people will big egos and a sense of self importance. This is not all Cllrs but an unpleasant group who ruin the experience for others. Unfortunately, the way to change this is for officers and others to stop treating Cllrs like they are something special and therefore feeding their egos. This would change the culture and stop some thinking they area above reproach. (Con)	Members (not officers) are responsible for their own behaviour.
(25)	Councillors need training in ways the council works and the opinions are not facts as well as not being able to make accusations that are untrue on social media (Lab)	The mandatory Code of Conduct training session covers how the council works, and the social media protocols (among other things).
(26)	Politics presents unique challenges to treating each other with consideration, because of It's adversarial nature. Having said that, I have always been treated fairly and courteously by members of other political groups. (Lab)	
(27)	Education in good manners and respect in others and their opinions. (Lab)	Covered in mandatory Code of Conduct session.
(28)	Encouraging members to respect different points of view (Lab)	See previous comment.
(29)	No one is perfect...but we should all really listen to each other.	See previous comment.
(30)	I hope that groups will support their members and we can create a different kind of culture. I personally don't think there is explicit discrimination, or not in my experience, but that is not to say there isn't work to do (Lab)	

Ser	Suggestion	Comment
(31)	Better understanding of how the council works and limits to power (Lab)	Covered in mandatory induction training.
(32)	An idiot filter to prevent bullies being elected in the first place (Con)	

c. Training on Unacceptable Behaviours

Ser	Suggestion	Comment
(33)	Induction training on recognising such behaviour.	The Committee may wish to consider this.
(34)	We need to be able to differentiate between politically charged debates and discrimination and bullying	See previous comment.
(35)	Greater awareness of what constitutes bullying, particularly borderline behaviour, which is unlikely to be proven but none the less is unpleasant for those who are on the receiving end.(Lib Dem)	See previous comment.
(36)	Members need simple training to treat others like they would wish to be treated. Bullying & discriminatory behaviour are invoked but in reality such incidents are rare & isolated. Usually just poor behaviour. Cardiff Council is clearly a welcoming & inclusive public institution. It inherent is different to usual workplaces etc as it is a public arena where people passionately disagree on main policies areas and democracy welcomes outright differences of opinion.	Discussed with all cllrs as part of mandatory Code of Conduct induction session.

5. Appendix 1

18.1. Personally Experienced Bullying

Personally Experienced Bullying	Yes	No	Total
Conservatives	4	6	10
Labour	9	14	23
Liberal Democrats	1	4	5
Not Part of a group	1	0	1
Total	15	24	39
Percent	38	62	100

More than a third of the total respondents (in total 15 out of 39 or 38%) confirmed that they have personally experienced bullying during their term in office. More specifically, amongst those who responded from the Labour and Conservative Political groupings an almost similar proportion (<=40%) confirmed that they have personally experienced bullying.

Q14 Report Bullying Incident	Yes	No	Total
Conservatives		4	4
Labour	3	6	9
Liberal Democrats		1	1
Not Part of a group	1		1
Total Reporting/Not Reporting	4	11	15
Total who Experienced	15	15	15
Percent of Total Reporting / Not Reporting	27	73	100

The majority of those who personally experienced bullying (in total 11 out of 15 or 73%) stated that they have chosen not to report the incident they experienced. Only around a quarter (in total 4 out of 15 or 27%) reported the incident

Q14a Reasons for not Reporting Bullying Incident

a. Conservative (4)

- I doubted anything would be done and it would just make my time as a councillor even harder
- I sorted it out with the person involved
- It was a stitch up by a cabinet member which then led to a legal enquiry (costly) It emanated from the top of the political system of those in power. Being exonerated does not compensate. It was a manufactured complaint to cover a poor decision which I exposed.
- Told it was normal banter

b. Labour (5)

- Because it was in full council and observed by members and the monitoring office. For me personally to challenge it would have risked looking like I was more concerned about the treatment of myself than looked after children. I don't believe that behaviour like that should depend on the impacted member making a complaint

- Bullying was from a member of the public. Not a fellow councillor or council employee. It was almost immediately after being elected, I took it as just part of the role
 - I dealt with it myself. I spoke to the individuals concerned.
 - It was in the council chamber in a debate by a member of propel - it had been heard by the lord mayor and monitoring officer and not picked up. I would say it was also discriminatory. I still wonder if I should have made more of it at the time but it was during a debate about looked after children and I didn't want to appear to suggest that a comment that impacted just on me was more important than looked after children
 - Because of fear of reprisal
- c. Lib Dems (1)
- Because the parameters within which complaints have to fall are too narrow and the threshold is too high for action to be taken. It is therefore often a waste of energy and time. Especially when you know the people involved have no intention of changing.

Q15 Who Incident is reported to	Monitoring Officer	Group Leader	Group Whip	Other
Conservatives				
Labour	2			2
Liberal Democrats				
Not Part of a group	1			
Total	3			
Total who reported	4			4
Percent who Reported	75			50

The majority (3 out of 4 or 75%) reported the bullying incident they experienced to the Monitoring Officer. In addition to reporting to designated officers of political groups leaders, two have also chosen to highlight their bullying experience at a Council meeting and on social media.

Q15a

- Labour Other
- I raised it at council and also on social media
- Work and party colleagues

Q16 Happy with how incident was dealt with	Yes	No
Conservatives		
Labour	1	1
Liberal Democrats		
Not Part of a group	1	
Total Happy with how dealt with	2	1
Total who reported	4	4
Percent of Total Happy with how dealt with	50	25

Of those who reported the bullying incident they experienced, half (2 out of 4 or 50%) were happy with how it was dealt with. At least 1 respondent out of 4 or 25% stated that a

negative response and another respondent did not confirm whether they were happy or otherwise with how the bullying incident was dealt with.

18.2. Personally Experienced Discriminatory Incident

Personally Experienced Discriminatory Behaviours	Yes	No	Total
Conservatives	1	8	9
Labour	5	19	24
Liberal Democrats	1	4	5
Not Part of a group		1	1
Total Experienced	7	32	39
Percent of total	18	82	100

A smaller proportion of respondents (7 out of 39 or 18% of total) confirmed that they have personally experienced discriminatory behaviour. The vast majority 32 out of 39 have not personally experienced such behaviours during their term in office.

Q17 Report Discriminatory Incident Experienced	Yes	No	Total
Conservative		1	1
Labour		5	5
Lib Dem		1	1
Not part of a Group		0	0
Total Not reporting		7	
Total who Experience Discriminatory Behaviours		7	
Percent of Total Not reporting		100	

All of those who stated that they have personally experienced discriminatory behaviours have chosen not to report the incident.

Q17a Reasons for Not Reporting Discriminatory Behaviours Experienced

- a. Conservative - No point, which was proved correct
- b. Labour
 - I dealt with it myself and spoke to the individuals concerned
 - I do not feel I have been discriminated against but I have witnessed casual discrimination.
 - It was in full council and observed by the monitoring officer. For me to complain would have appeared as if I was more concerned about treatment of myself than looked after children. I think behaviour like that should be picked up without depending on the affected member raising a complaint
 - There have been several occasions when I have perceived that I've been treated differently because of myself. Sometimes I report to my group, other times, I have probably forgotten.
- c. Lib Dems - Same response as before.

18.3. Personally Experienced 'Other' Unacceptable behaviours

Personally Experienced Other Unacceptable Behaviours	Yes	No	Total
Conservatives	3	6	9
Labour	5	11	16
Liberal Democrats		5	5
Not Part of a group		1	1
Total	8	23	31

Around a quarter of respondents (a total of 8 out of 31 or 26%) confirmed that they have personally experienced 'Other' unacceptable behaviours. Nearly three quarters (23 out of 31 or 74%) stated a negative response

The various types of 'Other' unacceptable behaviours personally experienced by these Members are specified in the Table that follows.

Other Unacceptable Behaviours Experienced	Total
a. Conservative	
• Lack of respect	1
• Personal attacks and rudeness	1
b. Labour	
• A few examples of a lack of due consideration given to my role as a single parent to a young child.	1
• Aggressive bad behaviour	1
• Dishonest smearing during election campaign	1
• Harassment	1
• Overbearing behaviour from some councillors. Sometimes threatening behaviour from residents.	1
c. Liberal Democrat	0
d. I am not part of a Group	0
Total	7

Q20 Report 'Other' Incidents Experienced	Yes	No	Total
Conservative	1	2	3
Labour	2	3	5
Lib Dem	0	0	0
Not part of a Group	0	0	0
Total who reported/not reported	3	5	8
Total who Experienced	8	8	9
Percent of Total who Reported/Not Reported	38	63	89

The majority of those (5 out of 8 or 63% of total) who experienced 'Other' unacceptable behaviours have chosen not to report these incidents. Just over a third of these respondents (3 out of 8 or 38% of total) reported these 'Other' incidents they experienced.

The various reasons most of these respondents have chosen not to report these incidents are outline below

Q20 Reason for not reporting

- a. Conservative
 - Didn't want to made a big deal of it
 - No Point, officers were ignoring my request for assistance
- b. Labour
 - Because of fear of reprisal
 - No point it is a regular problem when Councillors get heated
 - The candidates making the smears on social media wanted the row, making a complaint would be exactly what they wanted, to whinge that they were being silenced
- c. Liberal Democrat – Not applicable
- d. Not Part of a Group – Not applicable

Q21 Who 'Other' Incidents were reported to	Monitoring Officer	Group Leader	Group Whip	Other
Conservative		1	1	
Labour	2			1 reported threat to Security Officer
Lib Dem	0	0	0	
Not part of a Group	0	0	0	
Total to whom Reported	2	1	1	1
Total who reported 'Other' Incident	3	3	3	3
Percent of total who reported	67	33	33	33

Most of the respondents who experienced 'Other' unacceptable behaviours reported the incident to the Monitoring Officer. In addition some of the respondents reported their experience to their Group Leader or Whip and to a Security Officer.

Q22 Happy with how report of 'Other' Incident was dealt with	Yes	No
Conservative	1	0
Labour	1	1
Lib Dem	0	0
Not part of a Group	0	0
Total Happy with how it was dealt with	2	1
Total who Reported 'Other' Incident	3	3
Percent of total who are happy with how Incident was dealt with	67	33

Most of the respondents (2 out of 3 or 67% in total) who reported the 'Other' discriminatory incidents they experienced were happy with how this was dealt with. However, one respondent was not happy with how it was dealt with.

Respondents additional explanatory views relating to how 'Other' discriminatory incidents were dealt with are outlined below.

Q22a Reasons why happy/not happy with how 'Other' incident was dealt with

- a. Conservatives
 - It doesn't seem to stop certain individuals who have been in post a long time
- b. Labour
 - It is unnerving at the time to have house/family referred to and threatened (by a resident). I was offered good support and advice and consider it to be a one-off.

18.4. Witnessed Bullying between Councillors

Q23a Behaviours Witnessed	Bullying Between Councillors	Percent
Conservatives	5	29
Labour	7	41
LibDem	4	24
Not Part of A Group	1	6
Total Who Witnessed	17	100
Total Survey respondents	43	
Percent of Total who Witnessed Bullying between Councillors	40	

When asked whether they have witnessed bullying between Councillors as much as 40% of respondents have confirmed it. The total number witnessing bullying between Councillors (17 or 40% of total) is slightly higher than the number of members confirming that they have personally experienced bullying (15 or 38% of total). This may suggest that some unacceptable behaviours that may not necessarily be personally regarded as bullying could be perceived as a bullying incident by others. It could also suggest that more work need to be done to enable Members to recognise and identify bullying behaviours.

Both results show that a significant proportion in the range 73% and 76% chose not to report. This would suggest that more work may need to be done to encourage most Members to report the bullying incidents that they have experienced and witnessed.

Q24 Report Bullying Between Councillors	Yes	No	Total
Conservatives		5	5
Labour	3	4	7
LibDem	1	3	4
Not Part of A Group		1	1
Total who Reported	4	13	17
Total who Witnessed	17	17	17
Percent of Total who Reported	24	76	100

Only a small proportion (4 out of 17 or 24% of total) confirmed that they reported bullying that they have witnessed between Councillors. A significantly bigger proportion (76%) stated that they did not report the bullying incident between councillors that they have witnessed.

The numbers and proportion of those reported and not reported incidents that they have personally experienced (27% reporting) and have witnessed bullying incidents (24% reporting) are fairly similar. Both results show that a significant proportion (in the range 73% and 76% have chosen not to report. This would suggest that more work may need to be done to encourage most Members to report the Bullying incidents that they have experienced and witnessed.

Various reasons were provided by members on why they chose not to report the incident that they have witnessed as outlined in the Table below:

- a. Conservative (5)
 - I asked them if they wanted me to and they were clear that they did not
 - It was addressed in the chamber
 - It was the norm to be bullying in Council meetings. Some call it the give and take but it used to be worse than that. Slightly improved lately. But a senior officer was maligned in Council recently. Not heard of any action about it.
 - Not up to me to make that call - between the parties involved
 - Parties resolved it amicably
- b. Labour (4)
 - Impossible to report as it was obvious they were only interested in their own opinions
 - It was an issue resolved within the Labour Group
 - Others had already reported it.
 - The councillor concerned didn't want me to
- c. Liberal Democrat (3)
 - I thought it would be reported and was called as an witness
 - I understand the member involved in the incidents reported them themselves.
 - One of the incidents was followed up by the monitoring officer and I have evidence as part of that. The other incident was the subject of a formal complaint by a colleague
- d. I am not part of a Group (1)
 - Being very inexperienced I was not certain what to do. Another occasion the bullying was so public I believed the victim would complain.

Q25 Who you report Bullying Incident Between Councillors	Monitoring Officer	Group leader	Group Whip
Conservative			
Labour	1	1	1

Lib Dems	1		
Not part of a Group			
Total	2	1	1
Total who reported	4	4	4
Percent of Total who Reported	50	25	25

Not all of those who have witnessed bullying incidents between Councillors reported this to the Monitoring Officer. Only half (2 out of 4 or 50% of total) reported to the Monitoring Officer while others have chosen to report to either the Group leader or the Group Whip.

Q26 Happy with how the bullying report was dealt with	Yes	No
Conservative		
Labour	3	
Lib Dems	1	
Not part of a Group		
Total happy	4	0
Total who reported	4	0
Percent Reported	100	0

All the members who have witnessed bullying incidents between councillors confirmed that they were happy with how it was dealt with by the Monitoring Officer and other political group official who have responsibility on the matter.

Q26A Elaborate if happy with how the bullying between Councillors report was dealt

- a. Conservative - Not applicable
- b. Labour
 - A Cllr used social media to mislead the public about the planning process bringing significant aggression against an individual. Even when her error was pointed and she was asked not to continue, as it was causing significant abuse she refused to stop. The MO took it seriously and spoke to the Cllr. I have also seen Cllrs engage with abusive tweets about colleagues including the Cllr mentioned above. To often people speak about bullying but don't recognise it in their own conduct.
 - I wrote to the Whip to express my concern about about the treatment of a male Cllr. I felt confident to do that, knowing I would be listened to and taken seriously.
 - Over the years within big groups some interpersonal issues have arisen that either I witnessed or was told about. Mostly resolved.
- c. Lib Dem
 - The person involved apologised and although I never saw another incident occur, the underlying attitude prevails.

18.5. Witnessed Discrimination between Councillors

Q23a1 Behaviours Witnessed	Total Discriminatory Behaviours Between Councillors	Percent
Conservatives	1	20
Labour	2	40
LibDem	2	40
Not Part of A Group	0	0
Total	5	100
Total respondents	43	
Percent who Witnessed	12	

A small proportion of respondents confirmed that they have also witnessed discriminatory behaviours between Councillors. In total 5 out of 43 respondents (12%) have confirmed witnessing these type of incidents.

Q30 Report the discrimination between Councillors that you witnessed	YES	NO
Conservatives	1	
Labour		2
Lib Dem		2
Not Part of a Group		
Total who Reported	1	4
Total who Witnessed	5	5
Percent of Total who Witnessed	20	80

Of those who confirmed having witnessed discriminatory behaviours between Councillors, only 1 out of the total 5 (20%) stated that they reported the incident they witnessed. The majority (80%) of these respondents chose not to do so.

Q30a Reason for Not Reporting

- a. Conservatives
- b. Labour
 - Others had already reported it
 - Pointless
- c. Lib Dems
 - as previous response
 - Sometimes it happens in the open and people call it out at the time. This should still be followed up but doesn't seem to be.

Q31 To whom Discrimination between Councillors Incident was reported to	Monitoring Officer	Group leader	Group Whips	Other
Conservative				1

				The party involved
Labour				
Lib Dem				
Not Part of a Group				
Total				1
Total who Reported				1
Percent of Total who Reported				100

The only respondent who reported the discriminatory incident between Councillors that he/she had witnessed did not report these to the Monitoring Officer or to any of the Political Group leads, Instead the incident was reported to the political group or 'party involved'

Q32 happy with how discrimination report was dealt with	Yes	No
Conservatives	1	
Labour		
Lib Dem		
Not Part of a Group		
Total	1	
Total reported	1	
Percent of Total Happy with how Report was Dealt with	100	

Although the incident witnessed between councillors was reported via the formal channel, the respondent confirmed that they were happy with how it was dealt with.

18.6. Witnessed 'Other' Unacceptable behaviours between Councillors

Q23 Behaviours Witnessed	Other Unacceptable Behaviours Witnessed Between Councillors	Percent
Conservatives	3	60
Labour	2	40
LibDem	0	0
Not Part of A Group	0	0
Total who Witnessed	5	100
Total respondents	43	
Percent who Witnessed	12	

When asked whether they had witnessed any 'Other' unacceptable behaviours between Councillors, only a small number of respondents gave a positive response. In total only 5 out of 43 (12%) of respondents confirmed witnessing such incidents.

Q36 Report the 'Other' unacceptable behaviours between Councillors Witnessed	Yes	No
Conservatives	3	
Labour		2

Lib Dem		
Not Part of a Group		
Total who reported Other	3	2
Total who Witnessed	5	5
Percent of Total who Witnessed and Reported	60	40

More than half (3 out of 5 or 60% of total) of those who have witnessed 'Other' unacceptable behaviours between Councillors have reported it. Only two respondents (40%) did not report 'Other' incidents that they had witnessed.

Those who chose not to report the incidents they witnessed cited various reasons as outlined below.

Q36a Reasons for not Reporting

- a. Conservative
- b. Labour
 - I believe that the incidents were either reported by the members targeted, or they said they did not want it reported
 - Sometimes I discussed with group. Other times, the behaviour of one opposition councillor is so consistently poor it is difficult to report everything.

Q37 Who Incident was reported to	Monitoring Officer	Group leader	Group Whip	Other
Conservatives		2	1	1 Committee Chair
Labour				
Lib Dem				
Not Part of a Group				
Total		2	1	
Total who reported		3	3	
Percent who Reported and to Whom		67	33	

Those who have witnessed 'Other' unacceptable behaviours between Councillors did not report this to the Monitoring Officer. Instead, they reported the incidents they witnessed to either Political Group Leader and/or Group Whip

Q38 Happy With How Other Incidents Was Dealt With	Yes	No
Conservatives	2	1
Labour		
Lib Dem		
Not Part Of A Group		
Total Who Are Happy	2	1
Total Who Reported	3	3
Percent Happy Who Reported	67	33

The majority (2 out of 3 or 67% of Total) of those who reported 'Other' unacceptable behaviour incidents that they witnessed between Councillors confirmed that they were happy with how it was dealt with.

Q38A Elaborate

- a. Conservatives
 - I felt supported and the issue was addressed
 - The actions were not repeated.
 - there appears to always be a loop hole that the individual who has acted incorrectly doesn't get addressed.
- b. Labour
- c. Lib Dem
- d. Not Part of a Group

Q28 Who Bullying Incident was reported to	Monitoring Officer	Group Leader	Group Whip	Other
Conservative				
Labour	1		1	1 Chief Executive
Lib Dems				
Not part of a Group				
Total	1		1	1
Total who reported	3		3	3
Percent of Total reported to Authority	33		33	33

Of the three respondents who witnessed the bullying incident between Councillors and Officers, only 1 (33%) reported this to the Monitoring Officer. One of the respondents reported the incident they witnessed to the Political Group Whip, and the other respondent reported it to the Chief Executive.

Q29 Happy with how the report was dealt with	Yes	No
Conservative		
Labour	2	1
Lib Dems		
Not part of a Group		
Total Happy	2	1
Total who reported	3	3
Percent happy who Reported	67	33

Most of the respondents (2 out of 3 or 67% of Total) who reported the bullying incidents they witnessed between Councillors and Officers were happy with how the incident was dealt with. Only one of those who reported (33% of total) the incident witnessed indicated that they were not happy with how it was dealt with.

Additional information provided by respondents on why they were happy or unhappy with how the incident was dealt with is outlined below.

Q29a Elaborate why happy or not Happy with how incident was dealt with

- a. Conservatives
- b. Labour
 - I raised with the monitoring officer persistent use of social media to encourage aggression towards planning officers
 - not sufficient
- c. Lib Dems
- d. Not part of a group

18.7. Witnessed Discriminatory Behaviours between Councillors and Officers

Q23a1 Behaviours Witnessed Discriminatory behaviours between Councillors and Officers	
Conservatives	1
Labour	
LibDem	
Not Part of A Group	
Total	1
Total respondents	43
Percent who Witnessed	2

Only 1 of the respondents confirmed that they had witnessed discriminatory behaviours between Councillors and Officers

Q33 Report the discrimination between Councillors and Officers that you witnessed	Yes	No
Conservatives		1
Labour		
Lib Dem		
Not Part of a Group		
Total reporting		1
Total Witnessing		1
Percent of Total Witnessing and Reporting		100

The respondent who have witnessed the discriminatory incident between Councillors and Officers did not report it. The reason for not reporting the witnessed incident is outline in the Table that follows.

Q33a Reason for not reporting discriminatory behaviours witnessed between Councillors and Officers

- a. Conservative - As I said, no point
- b. Labour
- c. Lib Dem
- d. Not Part of a Group

18.8. Witnessed 'Other' Unacceptable Behaviours (Councillors and Officers)

Q231.b Behaviours Witnessed - Witnessed Other Unacceptable Councillors and Officers		Total
Conservatives	1	50
Labour	1	50
LibDem		
Not Part of A Group		
Total who Witnessed	2	100
Total respondents	43	
Percent who Witnessed	5	

Only two respondents confirmed that they had witnessed 'Other' unacceptable behaviours between Councillors and Officers.

When asked whether they reported the incidents they witnessed only one of the above respondents stated that they reported it.

Q39 Report the 'Other' unacceptable behaviours between Councillors and Officers that you witnessed	Yes	No
Conservatives		1
Labour		
Lib Dem		
Not Part of a Group		
Total		1
Total 'Other Unacceptable Behaviours witnessed		1
Percent of Witnessed 'Other' Unacceptable behaviours not reported		100

The respondent did not report the incident they witnessed because they 'did not feel that they were in the position to do so.

Q39a Why incident was not reported

- a. Conservatives - I didn't feel in a position to do so`
- b. Labour
- c. Lib Dem
- d. Not Part of a Group