
**REPORT OF THE DIRECTOR GOVERNANCE AND LEGAL SERVICES
AND MONITORING OFFICER**

ELECTED MEMBER EXIT SURVEY COMPARISON 2017 & 2022

Reason for this Report

1. To provide the Standards and Ethics Committee with the comparative analysis of information gathered from the 2017 and 2022 Members Exit Survey which was requested at meeting on 22 June 2022.

Background

2. In 2016, the Chairs of the Standards and Ethics Committee and the Democratic Services Committee agreed that a Member Exit Survey be undertaken to enable lessons to be learned about the experiences of Councillors during their five-year term of office, and reasons for leaving or not standing for re-election. Further surveys of members were also carried out in the municipal years 17/18 and 19/20.
3. At the end of the 2022 term of office for the 75 Elected Members in office a further exit survey was carried out. All Elected Members were circulated an electronic survey and invited to complete the Exit Survey.
4. The Exit Survey, sought to provide Members feedback on:
 - a. the previous five years in office, in particular views of Members who had indicated that they were not standing for re-election.
 - b. their training and development needs,
 - c. the challenges Members encountered during their term of office.
5. The analysis of the responses for the 2022 Elected Member Exit Survey was presented to Standards and Ethics Committees for consideration at its meeting on 22 June 2022 which resulted in a request for the comparative data between the 2017 and 2022 Exit surveys be provided.

Issues

6. All 75 Elected members were invited to complete the 2017 and 2022 surveys. There were 43 Councillors (57.3%) who responded all or part of the survey in 2022 which was a slight decrease in the number of respondents 47 (63%) Elected Members who completed the survey in 2016-17. Some of this difference may be attributed to the later circulation of the survey in February – March 2022, as opposed to January-

February 2017. A comparative analysis of these Exit Survey relevant to the Standards and Ethics committee are set out in **Appendix A**.

Improvements

7. Although a significant proportion of Elected Members who responded to the survey in 2017 experienced various forms of unacceptable behaviours (57%) a slightly lower proportion of respondents (51%) responded with the same view in the 2022 Exit survey results.
8. The results of the two surveys suggest that female Elected Members were more likely to experience unacceptable behaviours compared to their male counterparts. In the 2017 survey a much greater proportion of female respondents (71%) confirmed that they experienced unacceptable behaviours compared to the proportion of male respondents (48%). The position was similar in 2022 but with a reduced percentage of respondents experiencing unacceptable behaviours (59% of a female and 46% male respondents) in 2022 Exit Surveys.
9. A comparison of the survey results shows that there is a much smaller number and proportion of respondents (4 out of 10 or 40%) in the 2022 Exit Survey indicated that they experienced discrimination. More respondents in the 2017 survey (7 out of 10 or 70%) confirmed that they experienced discrimination.
10. The results also show that the number of male respondents in the 2022 Exit survey who confirmed that they experienced discrimination is lower when compared to the 2017 Exit Survey results.

Challenges

11. In the 2022 Exit survey, the majority of female respondents (8 out of 10 or 80%) who experienced unacceptable behaviours indicated that they were subjected to bullying behaviours. In comparison, the total number of female respondents who (6 out of 10 behaviours or 60%) indicated a similar response is slightly lower in the 2017 Exit Survey.
12. The 2022 Exit Survey results show that three quarters (72%) of the male respondents felt that they were subjected to bullying. This figure is higher when compared to male respondents (54%) in the 2017 Exit Survey who indicated the same response.
13. Future Exit Surveys should be planned and promoted to encourage as many Elected Members as possible to complete the surveys before their term of office ends. A higher response rate would more accurately reflect the behaviours of the Council as a whole and clarify any changes to the experienced and witnessed behaviours of Elected Members

Summary

14. Although a slight decrease in unacceptable behaviours has been identified in the 2022 Exit Survey, the Committee is requested to identify any actions which they consider appropriate to ensure that this trend continues and the challenges

identified within the report can be addressed to minimise the levels of unacceptable behaviours.

Legal Implications

15. There are no direct legal implications arising from the content of this report.

Financial Implications

16. There are no direct financial implications arising from this report.

Recommendations

The Committee is recommended

- (1) to consider the comparative analysis of the responses received from the 2022 and 2017 Exit Survey that fall within the remit of this Committee;
- (2) to consider whether any areas require further consideration by the Committee as part of its 2022/23 Work Programme.

DAVINA FIORE

Director of Governance and Legal Services and Monitoring Officer

17 October 2022

Appendix A - Comparison of Elected Member Exit Surveys 2017 & 2022

Background papers:

- [Members Exit Survey 2016-2017](#) Report to Standards and Ethics Committee dated 22 March 2017.
- [Members Annual Survey 2017-18](#) Report to Standards and Ethics Committee dated 5 December 2018
- [Members Annual Survey 2019 - 2020](#) Report to Standards and Ethics Committee dated 30 September 2020
- [Section 62 Local Government and Election \(Wales\) Act 2021](#)
- Political Group Leader Role Description considered by [Cardiff Council on 25 November 2021](#)
- Minute 99: Elected Member Learning and Development [Cardiff Council dated 25 November 2021](#)
- Diverse Council Declaration Report to [Cardiff Council dated 27 Jan 2022](#)
- [Members Exit Survey 2022](#), report to Standards and Ethics Committee dated 22 June 2022