

GROUP LEADER'S REPORT TO STANDARDS AND ETHICS COMMITTEE

Promoting Compliance with the Code of Conduct

Report by: Councillor Huw Thomas

Group Leader

<i>TO BE COMPLETED BY MONITORING OFFICER'S STAFF</i>			
Political Group:	Labour		
No. of members:	55		
Reporting period:	09.05.22 – 31.03.23		
<u>NUMBER, SOURCE AND LEVEL OF COMPLAINTS</u>			
	Informal Resolution	Local Resolution Hearing	PSOW
Public	1	0	4*
Officers	0	0	0
Councillors	0	0	0
<u>TRAINING RECORDS</u>			
Code of Conduct	Number of Councillors trained:	100%	
Group members' Training Records attached?	Yes		

* Ombudsman decided not to investigate

STEPS TAKEN TO PROMOTE COMPLIANCE

(TO BE COMPLETED BY GROUP LEADER / DEPUTY GROUP LEADER)

How many complaints have been raised with you about the conduct (including unacceptable behaviour) of members of your group?

Please give a brief ANONYMISED description of these complaints, including the source, subject matter and action you have taken in relation to these complaints. (Please continue on a separate sheet, if necessary.)

REPORTED TO YOU BY: - Monitoring Officer; - Group Member; - Member of another Group; - Staff member; - Member of the Public; - Other (please specify)	SUBJECT MATTER OF COMPLAINT	ACTION TAKEN	OUTCOME Resolved / Ongoing
<i>Example:</i> Staff member	<i>Failing to treat with respect</i>	<i>Spoke with Member concerned who agreed to apologise. Apology duly given.</i>	<i>Resolved</i>
Senedd member of staff	Failing to show respect by inappropriate post on social media	<i>Spoke with Member concerned who agreed to apologise. Apology duly given.</i>	Resolved
Opposition Whip	Informal concern raised at whips meeting over comments at Council	<i>Spoke with Member. No further action required.</i>	Resolved

PLEASE CONFIRM THE STEPS YOU'VE TAKEN TO:

- (I) PROMOTE AND MAINTAIN HIGH STANDARDS OF CONDUCT BY MEMBERS OF YOUR GROUP; AND
- (II) CO-OPERATE WITH THE STANDARDS & ETHICS COMMITTEE IN THE DISCHARGE OF ITS FUNCTIONS:

	STEPS TAKEN	PLEASE TICK ANY THAT APPLY	ANY COMMENTS
1.	Demonstrating personal commitment to, and attending relevant development or training on, the Member Code of Conduct and equalities	Yes	
2.	Encouraging group members to attend relevant development or training on the Member Code of Conduct and equalities	Yes	
3.	Asking nominees to a committee to ensure they have attended the recommended training for that committee	Yes	
4.	Promoting civility and respect at all times, including on social media, within group communications (including group WhatsApp's) and meetings and in formal Council meetings	Yes	
5.	Promoting informal resolution procedures in the council, and working with the Standards & Ethics Committee and Monitoring Officer to achieve local resolution	Yes	
6.	Promoting a culture within the group which supports high standards of conduct and integrity	Yes	
7.	Attend a meeting of the Standards & Ethics Committee if requested to discuss Code of Conduct issues	Yes	
8.	Support any action taken by the Standards & Ethics Committee in relation to a Member found in breach of the Code; and work to implement any recommendations from the Committee about improving standards	Not applicable. No instances	
9.	Work together with other group leaders, within reason, to collectively support high standards of	Yes	

	conduct within the Council and in public life generally		
10.	Report any concerns about Members' behaviour which have not been remedied by informal actions, in line with the duty to report breaches of the Code of Conduct.	Yes	
11.	Any other steps (please outline any other steps taken)		Held a Members Away Day to promote team working and enhance communication, relationship building, respect among the Group

HAVE ALL YOUR GROUP MEMBERS COMPLETED ALL MANDATORY TRAINING?

MANDATORY TRAINING (ALL MEMBERS)	YES / NO
Code of Conduct	Yes
Information Governance and Data Protection	No
Supporting Equality	No
Corporate Parenting	No
Safeguarding	No

MANDATORY TRAINING (RELEVANT MEMBERS ONLY)	
Cabinet Induction	Yes
Governance and Audit Committee Induction	Yes
Planning Committee Induction	Yes
Planning Committee for Members and Role of Committee	Yes
Public Protection Committee Induction	Yes
Licensing Committee Induction	Yes

(If NO, please tell us how many Members have not completed all mandatory training, brief reasons and any action being taken to address this)

<p>13 members not completed mandatory training.</p> <p>Mitigating circumstances:</p> <ul style="list-style-type: none"> 1 issues with IT equipment ongoing, currently being resolved 2 potential serious health issues, currently under consultant/hospital 1 maternity leave 1 suspended from Group <p>8 no mitigating circumstances.</p> <p>Actions taken to date:</p> <ul style="list-style-type: none"> Regular reminders at Group meetings regularly Emails from Chief Whip Text/WhatsApp reminders from Chief Whip

Chief Whip personal conversations

Chief Whip liaised with Dem Services to make available IT and Support within County Hall

Ongoing actions:

Inclusion on Chief Whip records for individuals not complying to go to Party.

Leader and Chief Whip taking further steps against individuals who have not completed training

PLEASE TELL US IF THERE ARE ANY OUTSTANDING ISSUES OR CONCERNS YOU WISH TO RAISE WITH THE STANDARDS & ETHICS COMMITTEE:

None

WOULD YOU LIKE THE OPPORTUNITY TO DISCUSS ANY MATTERS INFORMALLY AND PRIVATELY WITH THE COMMITTEE? YES / NO

WHAT, IF ANY, TRAINING HAVE YOU UNDERTAKEN TO SUPPORT THE DISCHARGE OF YOUR GROUP LEADER DUTIES IN RELATION TO STANDARDS OF CONDUCT?

PLEASE TELL US IF THERE IS ANY FURTHER TRAINING YOU WOULD FIND HELPFUL TO ASSIST YOU TO DISCHARGE THESE DUTIES?

Thank you!