

<u>Promoting Compliance With the Code of Conduct</u>			
Report by:	Cllr John Spanswick		
Political Group:	Labour Group		
No. of members:	27	No. trained on Code:	100%
For the period:	June 2023 – June 2024		
<u>Number, Source and Level of Complaints</u>			
	Informal	Local Resolution	PSOW
Public			
Officers			
Councillors			
<u>Steps taken to Promote Compliance (To Be Completed by Group Leader)</u>			
Include matters such as:			
<ul style="list-style-type: none"> - demonstrating personal commitment to and attending relevant development or training around equalities and standards; - encouraging group members to attend relevant development or training around equalities and standards; - ensuring nominees to a Committee have received the recommended training for that Committee; 			
<p>While only elected to the role of Group Leader since May 2024 the matter of complying with the Code of Conduct and having a professional and respectful approach is something that runs through everything I do as an elected member and has done since I was first elected in 1999.</p> <p>I personally endeavour to attend any training available even though on occasions it can be difficult balancing competing priorities and will continually encourage my Group members to attend all relevant training. Since being Group Leader I have encouraged members to take up training in relation to committees they may not currently sit on but may be required to in the future.</p> <p>My Deputy is currently in the process of meeting with each non-executive member of my Group to discuss their roles and help identify future training needs and will continue to have regular meetings with them through the year to help with their personal development plan.</p>			

<p>I myself will be undertaking regular One2One session with all my cabinet members to develop their training plan and to agree a performance framework around their portfolio.</p>
<ul style="list-style-type: none"> - promoting civility and respect within group communications and meetings and in formal Council meetings; - promoting informal resolution procedures in the Council, and working with the Standards Committee and monitoring officers to achieve local resolution; - promoting a culture within the group which supports high standards of conduct and integrity; - attend a meeting of the Council’s Standards Committee if requested to discuss Code of Conduct issues;
<p>At all times I expect the highest of standards from all Group members whether that be within the formal setting of a meeting or at any other times. There are many occasions where my members are the subject of negative comments on social media and quite regularly by the main opposition group, but I continually remind them not to engage in this activity as it is not productive and its not what the public wish to see.</p> <p>Moving forward I intend to raise these matters at Group Leaders meetings and will be expecting action to be taken by the respective Group Leader should this negative approach on social media continue.</p> <p>Should there be any disputes then I will always endeavour to resolve them internally and with the help, support and guidance of the Monitoring Officer.</p>
<ul style="list-style-type: none"> - work to implement any recommendations from the Standards Committee about improving standards; - work together with other group leaders, within reason, to collectively support high standards of conduct within the Council.
<p>I am looking forward to working with Group Leaders to develop and maintain high standards of conduct at all times within the Council and will discuss this on regular occasions at my meetings with Group members. Should there be any future recommendation from the Standards Committee then I will endeavour to ensure that they are complied with in full.</p>