

## Appendix 1

<b><u>Promoting Compliance With the Code of Conduct</u></b>			
Report by:	Cllr John Spanswick		
Political Group:	Labour Group		
No. of members:	26	No. trained on Code:	100%
For the period:	May 2024 – June 2025		
<b><u>Number, Source and Level of Complaints</u></b>			
	<b>Informal</b>	<b>Local Resolution</b>	<b>PSOW</b>
Public			
Officers			
Councillors			
<b><u>Steps taken to Promote Compliance (To Be Completed by Group Leader)</u></b>			
Include matters such as:			
<ul style="list-style-type: none"> <li>- <b>demonstrating personal commitment to and attending relevant development or training around equalities and standards;</b></li> <li>- <b>encouraging group members to attend relevant development or training around equalities and standards;</b></li> <li>- <b>ensuring nominees to a Committee have received the recommended training for that Committee;</b></li> </ul>			
<p>All members of my group have attended the Code of Conduct training and work is ongoing to ensure all have completed the online mandatory training modules. 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. This recently proved to be of benefit when there was a vacancy on the Development Control committee and we had a member who had undertaken the relevant training beforehand and could participate without any delay in waiting for the mandatory training.</p> <p>My Deputy has regular One2One meetings with each non-executive member of my Group to discuss their roles and help identify future training needs to help with their personal development plan. As Group Leader I undertake regular One2One session with all my</p>			

<p>cabinet members to develop their training plan and to agree a performance framework around their portfolio.</p> <p>Where appropriate Group members are encouraged to attend external training that may be suitable such as that provided by the WLGA and also APSE.</p>
<ul style="list-style-type: none"> <li>- <b>promoting civility and respect within group communications and meetings and in formal Council meetings;</b></li> <li>- <b>promoting informal resolution procedures in the Council, and working with the Standards Committee and monitoring officers to achieve local resolution;</b></li> <li>- <b>promoting a culture within the group which supports high standards of conduct and integrity;</b></li> <li>- <b>attend a meeting of the Council's Standards Committee if requested to discuss Code of Conduct issues;</b></li> </ul>
<p>We have regular monthly Group meetings and at the start of every agenda we have introduced a standing item on the subject of 'Member Conduct and Confidentiality'. There is a Group Whip system whereby any issues can be raised confidentially with support and guidance offered as appropriate.</p> <p>Unfortunately, there continues to be occasions where my Group as the Labour administration are the subject of negative comments on social media and more recently this has been targeted at myself as Leader. While I accept there should be healthy challenge this has tended to be from individuals linked to the main opposition group and I have recently raised this with the Group Leader (Cllr.A. Williams) and hope to see this addressed moving forward.</p>
<ul style="list-style-type: none"> <li>- <b>work to implement any recommendations from the Standards Committee about improving standards;</b></li> <li>- <b>work together with other group leaders, within reason, to collectively support high standards of conduct within the Council.</b></li> </ul>
<p>I have an open-door policy for all members and in particular Group Leaders and continue to arrange monthly Group Leaders meetings. Previous recommendation from the Standards Committee in relation to having a regular item at Group meetings on Standards and Code of Conduct has been implemented. Should there be any future recommendation from the Standards Committee then I will endeavour to ensure that they are complied with in full.</p>