

ETHICAL GOVERNANCE SURVEY SEPTEMBER 2007

APPENDIX A

RESULTS BASED UPON THE NINE RESPONSES RECEIVED

	Yes	No	Don't Know
MEMBERS			
CODE OF CONDUCT COMPLIANCE			
1 Has the Council adopted a Code of Conduct for Members	9	0	0
2 Has the Council adopted a Code of Conduct for officers	8	0	1
3 Have you agreed to abide by the Members' Code of Conduct	9	0	0
4 How clear are you about reporting a potential breach of the Members' Code of Conduct	Clear 8	Unclear 1	Don't Know 0
5 How clear are the guidelines provided to Members regarding their personal conduct	9	0	0
6 How clear are you about your responsibilities under the ethical framework	7	2	0
7 Members are required to acknowledge that they understand the guidance	Agree 9	Disagree 0	Don't Know 0
8 Your Council's approach to promoting high ethical standards is encouraging appropriate behaviour across the Council	5	3	1
9 Your Council's approach to promoting high ethical standards is helping to build the public's confidence in local democracy	4	3	2
10 If you become aware of a failure to comply with the Members' Code of Conduct what action should you take	Yes	No	Don't Know
a Inform the monitoring officer	9	0	0
b Make a written allegation to the Standards Board of England	3	2	4
c Speak to the Member	3	3	3
d Do nothing	1	7	1
STANDARDS COMMITTEE			
11 There is a Standards Committee in the Council	Agree 9	Disagree 0	Don't Know 0
12 I understand the role of the Standards Committee	7	2	0

STANDARDS COMMITTEE (cont)		Agree	Disagree	Don't Know	
13	I believe the Standards Committee operates affectively	6	1	2	
14	The Standards Committee is making a positive difference to the ethical environment in the Council	4	1	4	
15	The Standards Committee has a forward plan to guide its work	4	5	0	
16	The work of the Standards Committee adds value to the Council	6	1	2	
WHISTLEBLOWING		Yes	No	Don't Know	
17	Does your Council have a Whistleblowing Policy	7	0	2	
18	If yes, how clear is the policy	6	1	2	
HUMAN RIGHTS		Agree	Disagree	Don't Know	
19	Has the Council begun to integrate the requirements of codes of conduct into other schemes, policies and procedures	7	0	2	
TRAINING		Yes	No	Don't Know	
20	Appropriate training is given to Members of issues of conduct	8	1	0	
Have you been provided with training, advice, briefing etc on					
21	Human Rights Act 1998	4	3	2	
22	Freedom of Information Act 2001	5	3	1	
23	Data Protection Act 1998	5	3	1	
24	Race Relations (Amendment) Act 2000	8	1	0	
25	Sex Discrimination Act 1975	8	1	0	
26	Disability Discrimination Act 1995	8	1	0	
CONFLICTS OF INTEREST		Very clear	fairly clear	fairly unclear	very unclear
27	How clear are you about what a conflict of interest is	5	4	0	0
28	How clear are you about the differences between a personal and prejudicial interest	3	5	1	0

CONFLICTS OF INTEREST (cont)

	Yes	No	Don't Know
29 If you are appointed to represent the Council on an external body whose internal rules conflicts with the Council's code whose prevails			
a The Council's code	8	0	1
b The other organisation's code	7	0	2
c neither	7	0	2
	Agree	Disagree	Don't Know
30 A register is kept in which Members are required to record any relevant interests	9	0	0
31 Members are reminded to record such interests	9	0	0
32 Members are reminded to record any hospitality or gifts	9	0	0
33 The hospitality or gifts register is reviewed regularly	4	0	5
	Yes	No	Don't Know
34 Must you register an interest in the Members' register if			
a You have been appointed by the Council as a representative of another body	6	1	2
b You have been appointed as a manager to another organisation which provides a public service	7	0	2
c You are in a management position in a private company	7	1	1
d You are in a management position in a charity	9	0	0
e You are a member of a trade union or professional association	8	0	1
f A person has made a payment to you in respect of your election or any other expenses incurred in carrying out your duties	8	1	0
g You are a member of a church	3	5	1
h You are a member of a freemasons lodge which does not have charitable status	5	1	3
i You have an interest in a business or land in the Council's area which exceeds the nominal value of £25,000	8	0	1
j You are a partner or paid director of a company which has entered into contracts for goods, services or works with the Council	9	0	0
k You have a beneficial interest in land which is in the area of the Council	9	0	0
35 If you have a prejudicial interest in a matter would you			
a Withdraw from the room where the meeting is being held whenever it becomes apparent that the matter is being considered	9	0	0
b Not seek to influence a decision about the matter	5	2	2
c Do neither	1	6	2

	LEADERSHIP			
	Always	Usually	Sometimes	Don't Know
36 Member are a focus for positive change	4	3	1	1
37 Members do not interfere with operational issues	2	3	3	1
38 Members listen to the advice of officers	3	4	1	1
39 Members do not involve officers inappropriately in party political issues	6	2	0	1
40 Members show respect to officers	4	3	1	1
41 Members show respect to other Members	5	2	1	1
42 Members show respect to people who use Council services	6	1	1	1
43 Members treat fairly all users of Council services and do not discriminate unlawfully	6	1	0	2
44 Members treat fairly all officers and do not discriminate unlawfully	6	1	0	2
45 Members treat fairly all other Members and do not discriminate unlawfully	5	2	0	2
46 Members perform their duties with honesty, integrity, impartiality and objectivity	5	2	1	1
47 Members use public funds and Council property and facilities responsibly	5	2	1	1
48 Overall, Senior officers show respect to Members	5	3	0	1
49 Overall, Senior officers treat fairly all users of Council services and do not discriminate unlawfully	6	1	0	2
50 Overall, Senior officers treat fairly all Members and do not discriminate against them unlawfully	4	3	0	2
51 Do you consider that the leader of the Council is a positive role model in terms of ethical behaviour	3	2	2	2
52 Do you consider that the leader of the Council is proactive in promoting the importance of the ethical agenda	6	0	2	1
53 Do you consider that the Chief Executive is a positive role model in terms of ethical behaviour	4	2	2	1

	Always	Usually	Sometimes	Don't Know
LEADERSHIP (cont)				
54 Do you consider that the Chief Executive is proactive in promoting the importance of the ethical agenda	6	1	1	1
55 Do you consider that appropriate responsibilities are delegated to lead Members and officers	5	2	1	1
56 Do you consider that the Council's monitoring officer is able to carry out her role appropriately	6	1	1	1
57 Do you consider that the Council seeks to meet the needs of its diverse communities	5	0	2	2
58 Do you consider that the Council ensures that officers come from diverse backgrounds	4	0	3	2
59 Do you consider that the Council ensures that staff are appropriately skilled to meet the needs of its diverse communities	4	0	2	3
60 Do you consider that the Council learns from other Councils to ensure that its ethical arrangements are appropriate	3	1	2	3
COMMUNICATION				
61 Do you consider that the importance of high ethical standards is communicated to Members	5	1	2	1
62 Do you consider that the importance of high ethical standards is communicated to officers	4	0	2	3
63 Do you consider that the importance of high ethical standards is communicated to local communities	4	1	2	2
64 Do you consider that communication between Members is open	4	2	2	1
65 Do you consider that communication between Members is constructive	4	3	1	1
66 Do you consider that communication between Members and officers is open	4	3	1	1
67 Do you consider that communication between Members and officers is constructive	4	2	2	1
68 Do you consider that the public can easily access the Members' Code of Conduct	5	0	0	4
69 Do you consider that the public can easily access the Members' Register of Members Interests	7	0	0	2
70 Do you consider that the public can easily access documents relating to Standards Committee	8	0	0	1

RELATIONSHIPS

71 Do you consider that appropriate confidences are kept by Members	2	5	2	0
72 Do you consider that appropriate confidences are kept by Senior Officers	2	5	1	1
73 Do you consider that Members trust each other	1	5	3	0
74 Do you consider that Members and officers trust each other	1	5	3	0
75 Do you consider that Members carry out their roles without fear of being bullied or harassed	5	3	1	0
76 Do you consider that officers carry out their roles without fear of being bullied or harassed by Members	4	3	1	1

ACCOUNTABILITY

77 Do you consider that decision making by Members is transparent, objective, and follows agreed procedures	2	6	1	0
78 Do you consider that Members are accountable for their decisions and actions	8	1	0	0
79 Do you consider that the public has easy access to information on whom has taken particular decisions	2	3	4	0

MANAGEMENT OF STANDARDS

		Agree	Disagree	Don't Know
80 Do you consider there is a culture in the Council which allows Members to challenge decisions without fear of reprisal		6	3	0
81 Do you consider there is a culture in the Council which allows officers to challenge decisions without fear of reprisal		7	2	0
82 Do you consider there is a culture in the Council which allows partners to challenge decisions without fear of reprisal		7	1	1
83 Do you consider there is a culture in the Council which allows public to challenge decisions without fear of reprisal		7	2	0
84 Do you consider that the Council's complaints system is clear and accessible		6	3	0

	Always	Usually	Sometimes	Don't Know
MANAGEMENT OF STANDARDS (cont)				
85 Do you consider that overall, Members take complaints about the public seriously	4	4	1	0
86 Do you consider that overall, Members respond positively to constructive external criticism about the Council	5	1	3	0
87 Do you consider that overall, Members use referrals to the Standards Board of England appropriately	4	1	1	3
88 Do you consider that overall, Members use referrals to the Standards Board of England without fear of reprisal	5	1	1	2
89 Do you consider that overall, officers use referrals to the Standards Board of England appropriately	4	1	1	3
90 Do you consider that overall, officers use referrals to the Standards Board of England without fear of reprisal	4	1	1	3
WHISTLEBLOWING				
91 Do you consider that the Council's Whistleblowing Policy is used appropriately	4	1	0	4
92 Do you consider that the Council's Whistleblowing Policy is used without fear of reprisal	3	1	1	4
TEAM WORKING AND CO-OPERATION				
93 Do you consider that Members work well together to achieve the Council's common goals	2	6	1	0
94 Do you consider that Members and Senior Officers work well together to achieve the Council's common goals	2	6	1	0
PARTNERSHIP WORKING				
95 Do you consider that the Council works well with voluntary and community groups to achieve the area's common goals	1	6	2	0
96 Do you consider that the Council works well with statutory partners to achieve the area's common goals	2	5	2	0
97 Do you consider that the Council has positive working relationships with these partners and the wider community	0	7	2	0
Total	242	506	147	131
Average over the 113 questions	24%	49%	14%	13%