

Appendix 6b - Recommendations following Steerings Ctte Meeting of 16th March 2023.

1. To accept the LGAs Code of Conduct for Councillors with three additions:
 - a) The addition of an introduction which frames the code of conduct with positive behaviours rather than simply a list of “do nots”
 - b) Addition of a footnote listing examples of bullying behaviours
 - c) Addition of footnote listing examples of improper advantage
 - d) Addition of footnote to Best practice 14
 - e) Addition of a linked policy list
2. To accept the Model Publication Scheme (MPS) from the ICO

Item 1.

a) Introduction:

“Water Orton Parish Council is committed to promoting an engaging environment for Councillors, staff, volunteers and members of the community.

Whilst the code of conduct which follows provides significant examples of behaviours and activities which are inappropriate the conduct of councillors should create an environment in which all should feel able to express their opinion, constructively challenge and be able to question and scrutinise.

Councillors should be encouraging of these behaviours which will allow for a conscientious approach to conducting business both inside and outside of meetings and help to build confidence in the minds of the community which they serve.

Such activities though need to be done in a respectful fashion. And indeed to enable this and to avoid behaviours which may fall foul of the code of conduct councillors should always consider that they seek to be kind when being challenging and also when being challenged.”

b) Footnote to section 2:

Types of bullying and harassment are many and varied: they include but are not limited to:

Psychological Harassment examples include: Isolating or excluding the victim or denying the victim’s presence. Belittling or trivializing the victim’s thoughts or ideas. Discrediting or spreading rumours about the victim. Opposing or challenging everything the victim says. Gaslighting the victim. Promoting an overly competitive or hostile work environment

Examples of Personal Harassment include: Inappropriate or rude comments. Offensive jokes. Personal humiliation. Overly critical remarks. Ostracizing behaviours. Intimidation tactics

c) Addition of footnote to section 6.1

“Examples of improperly advantage include but are not limited to: promising business for or to engage corporate bodies, partnerships or sole traders on the basis of personal relationship or to exclude or seek to disadvantage other others companies therein.

d) Addition of footnote to Best Practice Point 14.

“Any councillor being a member of any external body or committee due to such position being conferred upon them as a member of the council or any

position relating to it (eg Chair) will be included on any such reports. Furthermore Councillors acting in roles conferred upon them due to their eligibility through the council are expected to report back as to any activities of said bodies in a timely fashion and notes / minutes will be noted/distributed in accordance with prevailing resolution or in agreement with the clerk and relevant policies.

e) Addition of linked policies list:

Linked Policies:

Equalities Policy
Employee Handbook
Complaints Policy
Finance and Procurement Regulations
Standing Orders
Model Publication Scheme

Steve Stuart
Chair of Steerings Committee
23rd March 2023.