

**Bristol City Council
Minutes of the Values and Ethics Sub-Committee**

3 November 2023 at 12.30pm



Members Present:-

Andrew Brown (Chair), Tony Dyer, Zoe Goodman, and Jonathan Hucker

Officers in Attendance:-

Louise deCordova – Democratic Services Manager, Allison Taylor – Democratic Services

1. Welcome, Introduction and Apologies for absence

The Chair welcomed all parties to the meeting. The Committee noted the emergency evacuation procedure arrangements.

Apologies received from Independent Member and Chair - Adebola Adebayo.

2. Declarations of Interest

There were none.

3. Minutes of the Previous Meeting.

It was noted that a Supplementary Note of clarification had been added to the minutes.

Resolved – That the minutes of the 9 October 2023 be agreed as a correct record.

4. Public Forum.

The Chair informed the Committee that as neither the Monitoring Officer or Head of Legal Services were in attendance any Supplementary Questions would receive a written response.

The Sub-Committee noted the Public Forum Statements, responses to questions and supplementary questions provided by those members of the public in attendance.



5. Member Development Strategy.

The Democratic Services Manager (DSM) reported that the Member Development Steering Group had refreshed the Strategy. The Strategy was supported by an Action Plan which included the aim to retain the LGA's Charter Plus Status accreditation for Member Development by March 2025. It was acknowledged that a longer gap between election and induction was desirable from feedback received but whilst scheduling was challenging, it was important to ensure that Members had access to an effective induction which enabled them to carry out their roles, particularly with the introduction of the Committee system of governance being introduced this May.

The following points arose from discussion:-

1. The intensity of the training was a challenge. Consideration should be given to the pace so that the essentials were delivered in the right timescale. Scheduled opportunities for Refresher training might help and member briefings were very helpful. Potential candidates should be informed of the training commitment as they might need to negotiate time off work. The DSM replied that the Steering Group had agreed that an outline of training commitments would be prepared from an early stage so that candidates were aware. Training would not start until the week after the Swearing in Ceremony and would be on fixed days where possible. Training would be reviewed after a year of the Committee system of governance in operation;
2. A phased approach was sensible as induction was intense and didn't suit all Members' circumstances;
3. It was noted that online training was practical as it maximized attendance but that consideration should be given to in person training where appropriate;
4. The LGA Charter award was fully merited;
5. Consideration should be given to a tour of the City in order to provide an overview of BCC but it remained a challenge how to achieve this;
6. It was now possible to record training on Teams which would be helpful in providing refresher training;
7. The provision of Chair's training was very welcomed;
8. Discussion took place regarding the change to the Committee system of governance and the responsibilities for members when making decisions and the consequences if members were not properly trained. It was noted that Whips and the Steering Group had concluded that mandatory training would be for Regulatory meetings only. It was confirmed that there would be specific training for the decision-making process but the Sub-Committee also supported Policy Committee subject matter training on a highly recommended basis. It was agreed to feed this back to the relevant groups.

Resolved - That the comments of the Sub-Committee in respect of the draft Member Development Strategy 2024-2028 prior to design be noted.

6. Member Development Update.

The report sought feedback from the Sub-Committee on the proposed plans for Member Development.

The following points arose from discussion:-

1. That external sources for training and support should be signposted. Examples included the Local Government Association (LGA), South West Councils and the Network for Scrutiny/Audit members. It



- was confirmed that this could be made explicit on the Councillors Sharepoint site;
2. It was suggested that some learning could be from Core Cities;
 3. Additional personal development training or workplace adjustments for individual Councillors to ensure they had the support they needed to carry out their role/duties could be instigated via the Whips and therefore tailored for specific needs. The relevant party Groups would also be expected to support individual Councillors with gaps in training/experience.

Resolved - That the comments of the Sub-Committee on the update in relation to the planning phase of the Member Induction and Refresher Programme in 2024 be noted.

The meeting ended at 1.15pm

CHAIR _____



