# **Public Document Pack**

# Standards Committee Members

Members of the committee, listed below, are summoned to attend the meeting to be held on Tuesday, 8 March 2011.

Troy Robinson 0208 3149365

Barry Quirk, Chief Executive February 28 2011

Councillor Duwayne Brooks	
Councillor Julia Fletcher	
Councillor Alan Hall	
Councillor Stella Jeffrey	
Councillor Pauline Morrison	
Councillor Sam Owolabi-Oluyole	

# Standards Committee Agenda

Tuesday, 8 March 2011
7.30 pm, Committee Room 8 Civic Suite
Civic Suite
Lewisham Town Hall
London SE6 4RU

For more information contact: Troy Robinson (Tel: 0208 3149365)

# Part 1

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STANDARDS COMMITTEE				
Report Title	Declarations of Interes	ests		
Key Decision				Item No. 1
Ward				
Contributors	Chief Executive			
Class	Part 1		Date: 8 Marc	ch 2011

#### **Declaration of interests**

Members are asked to declare any personal interest they have in any item on the agenda.

#### **Personal interests**

There are two types of personal interest :-

- (a) an interest which you must enter in the Register of Members' Interests\*
- (b) an interest where the wellbeing or financial position of you, (or a "relevant person") is likely to be affected by a matter more than it would affect the majority of in habitants of the ward or electoral division affected by the decision.

("Relevant" person includes you, a member of your family, a close associate, and their employer, a firm in which they are a partner, a company where they are a director, any body in which they have securities with a nominal value of £25,000 and (i) any body of which they are a member, or in a position of general control or management to which they were appointed or nominated by the Council, and (ii) any body exercising functions of a public nature, or directed to charitable purposes or one of whose principal purpose includes the influence of public opinion or policy, including any trade union or political party) where they hold a position of general management or control,

If you have a personal interest you must declare the nature and extent of it before the matter is discussed or as soon as it becomes apparent, except in limited circumstances. Even if the interest is in the Register of Interests, you must declare it in meetings where matters relating to it are under discussion, unless an exemption applies.

# Exemptions to the need to declare personal interest to the meeting You do not need to declare a personal interest where it arises solely from membership of, or position of control or management on:

- (a) any other body to which your were appointed or nominated by the Council
- (b) any other body exercising functions of a public nature.

<sup>\*</sup>Full details of registerable interests appear on the Council's website.

In these exceptional cases, <u>unless your interest is also prejudicial</u>, you only need to declare your interest if and when you speak on the matter.

#### Sensitive information

If the entry of a personal interest in the Register of Interests would lead to the disclosure of information whose availability for inspection creates or is likely to create a serious risk of violence to you or a person living with you, the interest need not be entered in the Register of Interests, provided the Monitoring Officer accepts that the information is sensitive. Where this is the case, if such an interest arises at a meeting, it must be declared but you need not disclose the sensitive information.

# **Prejudicial interests**

Your personal interest will also be prejudicial if all of the following conditions are met:

- (a) it does not fall into an exempt category (see below)
- (b) the matter affects either your financial interests or relates to regulatory matters the determining of any consent, approval, licence, permission or registration
- (c) a member of the public who knows the relevant facts would reasonably think your personal interest so significant that it is likely to prejudice your judgement of the public interest.

# Categories exempt from being prejudicial interest

- (a)Housing holding a tenancy or lease with the Council unless the matter relates to your particular tenancy or lease; (subject to arrears exception)
- (b) School meals, school transport and travelling expenses; if you are a parent or guardian of a child in full time education, or a school governor unless the matter relates particularly to the school your child attends or of which you are a governor;
- (c) Statutory sick pay; if you are in receipt
- (d) Allowances, payment or indemnity for members
- (e)Ceremonial honours for members
- (f) Setting Council Tax or precept (subject to arrears exception)

# Effect of having a prejudicial interest

If your personal interest is also prejudicial, you must not speak on the matter. Subject to the exception below, you must leave the room when it is being discussed and not seek to influence the decision improperly in any way.

# Exception

The exception to this general rule applies to allow a member to act as a community advocate notwithstanding the existence of a prejudicial interest. It only applies where members of the public also have a right to attend to make representation, give evidence or answer questions about the matter. Where this is the case, the member with a prejudicial interest may also attend the meeting for that purpose. However the member must still declare the prejudicial interest, and must leave the room once they have finished making representations, or when the meeting decides they have finished, if that is earlier. The member cannot vote on the matter, nor remain in the public gallery to observe the vote.

# Prejudicial interests and overview and scrutiny

In addition, members also have a prejudicial interest in any matter before an Overview and Scrutiny body where the business relates to a decision by the Executive or by a committee or sub committee of the Council if at the time the decision was made the member was on the Executive/Council committee or subcommittee and was present when the decision was taken. In short, members are not allowed to scrutinise decisions to which they were party.

# **LONDON BOROUGH OF LEWISHAM**

Minutes of the meeting of the STANDARDS COMMITTEE which was open to the press and public, held at LEWISHAM TOWN HALL, CATFORD, SE6 4RU on TUESDAY 9 NOVEMBER 2010 at 7:30 p.m.

### **Present**

Independent members: Linzi Banks, Sally Hawkins (Chair), David Roper-Newman, Cathy Sullivan and Leslie Thomas.

Councillors Duwayne Brooks, Julia Fletcher, Stella Jeffrey and Sam Owolabi-Oluyole.

Apologies for absence were received from Alan Hall, Pauline Morrison and Gill Butler.

Minute Action No.

1 <u>DECLARATIONS OF INTERESTS</u>

None was declared.

# 2 MINUTES

RESOLVED that the minutes of the meeting

held on 24<sup>th</sup> June 2010 be approved as a correct record and signed by the Chair.

# 3 ANNUAL COMPLAINTS REPORT

Ralph Wilkinson, Head of Public Services, presented the report which provided an update on all the stages of the Council's complaints performance for 2009/10. A summary of the Independent Adjudicator's report and a summary of the Local Government Ombudsman's Annual review was also considered.

RESOLVED that the report be noted.

# 4 <u>COMPLIANCE WITH MEMBER CODE OF</u> <u>CONDUCT</u>

Kath Nicholson, Head of Law and Monitoring Officer presented the report and explained that the report provides information about the extent of compliance with the Member Code of Minute Action No.

Conduct.

RESOLVED that the report be noted.

# 5 PRE ASSESSMENTS OUTCOME

Kath Nicholson, Head of Law and Monitoring Officer introduced the report and reported on the outcome of a complaint considered by Standards Assessment Sub Committee C.

RESOLVED that the report be noted.

# 6 <u>FUTURE OF THE STANDARDS COMMITTEE</u>

Kath Nicholson, Head of Law and Monitoring Officer presented the report which set out the current proposals of the Coalition Government to abolish the existing statutory ethical framework.

RESOLVED that the report be noted and that the Monitoring Officer make representations to the Department for Communities and Local Government in accordance with her comments set out in the report.

# 7 TRAINING EXERCISE

It was agreed that the proposed training exercise be postponed.

# DATE OF NEXT MEETING

8<sup>th</sup> March 2011

The meeting ended at 9:00 pm

Chair

STANDARDS COMMITTEE			
Report Title	ANNUAL REVIEW O	OF WHISTLEBLOWING POLICY AND REFERRALS	<b>3</b>
Key Decision		Item No. 3	
Ward			
Contributors			
Class	Part 1	Date: 8 MARCH 2011	

# 1 Summary

This report sets out the referrals made under the Council's Whistleblowing Policy since 24<sup>th</sup> June 2010 and the action taken in response.

# 2 Recommendations

To note the referral and the action taken.

# 3 Background

- 3.1 The Council issued a whistleblowing policy in 1998. It has been reviewed regularly since then, most recently in June 2010. A copy of the current policy appears at Appendix 1. It is not proposed to change the policy now. Its purpose is to provide a means by which complaints of malpractice or wrongdoing can be raised by those who feel that other avenues for raising such issues are inappropriate, whether because they fear repercussions or for some other reason. As members of the Committee will see, the policy confirms that as far as possible, those raising complaints will be treated confidentially should they so wish. Members will also note that complaints may be raised in relation to councillors, employees, contractors or suppliers.
- 3.2 The Head of Law, as the Council's Monitoring Officer, receives referrals under the procedure. She then either investigates personally or refers to another senior officer to investigate as appropriate, depending on the circumstances of the complaint.

#### 4 Referrals

4.1 There has been only one referral under the policy since the last report considered by this Committee. A summary appears below.

- 4.2 An anonymous note addressed "To Whom It May Concern" was received through the post by the Head of Law on the 30<sup>th</sup> June 2010. The complainant sought to question the procurement processes and subsequent payments made by the Regeneration Directorate to a sole trader.
- 4.3 The Head of Law referred the complaint to the Council's Internal Audit Department and required that they conduct an investigation and report back to her and the relevant Executive Director.
- 4.4 The business in question was a business providing IT systems maintenance, advice and support to the Council. The business was also engaged in ensuring driver and vehicle compliance with statutory regulations and was also working on developing a compliance monitoring system and data bases of fleet vehicles and of drivers' licences.
- 4.5 An investigation was undertaken and a report prepared by the Group Finance Manager within Customer Services. He reported that the business had in fact provided an effective and flexible IT support service to the Council over many years. He reported that due to the effectiveness of the services provided this had limited the identification of alternative providers, other than the occasional request to the Council's corporate IT provider.
- 4.6 The investigation report concluded that historically proper procurement procedures had not been followed. However proper payment procedures were being adhered to. The investigation report concluded that it would not be practical to put in place a procurement process for the ongoing services but any future commissioning will comply with the Council's procurement regulations.
- 4.7 Procurement practice across the Council is one of the work streams in this years Audit Plan.

# 5 The Whistleblowing Policy

The Whistleblowing Policy is attached at Appendix 1. No amendment to the policy is proposed at this stage. Members of the Committee are asked to note that the policy appears on the Council's website, is referred to in the Council's Guide for Contractors and all new employees are informed about it in their induction process. Another article in Lewisham Life and mangers Guide is proposed for this year in addition to the existing publicity measures to keep the profile of the poliicy high.

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There are no specific legal or financial implications arising from this report.

STANDARDS COMMITTEE				
Report Title	PRE ASSESSMENT	OUTCOMES		
Key Decision				Item No. 4
Ward				
Contributors				
Class	Part 1		Date: 8 M/	ARCH 2011

The Head of Law will provide a verbal update at the meeting.

STANDARDS COMMITTEE			
Report Title	MAINTAINING HIGH	HETHICAL STANDARDS IN LOCAL	GOVERNMENT
Key Decision			Info Item A
Ward			
Contributors			
Class	FOR INFORMATION	Date: 8 M	ARCH 2011





Association of Council Secretaries and Solicitors

# MAINTAINING HIGH ETHICAL STANDARDS IN LOCAL GOVERNMENT

The Localism Bill published on 13<sup>th</sup> December contains proposals to abolish the Standards for England regime. Whilst subject to Parliament approving the necessary legislation, the changes can be summarised as Standards for England (formally the Standards Board for England) ceasing to operate, councils no longer being required to have a local standards committee, the national code of conduct for elected members being dispensed with and council's being allowed to adopt voluntary codes of conduct.

Following the abolition of the standards regime, councils will no longer have a single body of law to refer to for dealing with elected member conduct but will, instead, be able to call upon a range of remedies, including existing criminal and civil law provisions and those provisions contained in the Localism Bill. This paper seeks to summarise the proposals contained within the Bill and outline those provisions available to authorities to call upon. The paper covers the following:

- Summary of changes proposed in the Bill
- The position of the Nolan Principles
- Registering interests
- Fiduciary duty of councillors
- Criminal and civil law including discrimination and electoral offences
- Local Government Ombudsman
- Audit Commission powers
- The common law position of bias, predisposition and predetermination

The Local Government Group acknowledges the valuable contributions of the senior members of the Association of Council Secretaries and Solicitors (ACSeS) in helping to produce this paper.

## SUMMARY OF CHANGES PROPOSED IN THE BILL

The proposals outlined in the Bill are as follows:

- The Relevant Authorities (General Principles) Order 2001, which sets out the principles which govern the conduct of members and co-opted members of relevant authorities in England and police authorities in Wales, will be revoked
- The Local Authorities (Model Code of Conduct) Order 2007 (S.I 2007/1159) which prescribes the model code of conduct to apply to members of relevant authorities will be revoked
- The requirement for local authorities to have standards committees will be abolished
- Standards for England will be abolished. Established by the Local Government Act 2000 and the regulator for local authority standards committees, the Standards Board requires primary legislation to abolish it and its legislative functions. None of the Standards Boards functions will be transferred to other bodies.
- The First-tier Tribunal (Local Government Standards in England), the independent judicial tribunal established as a disciplinary body to hear and determine references and appeals concerning the conduct of local authority councillors, will lose its jurisdiction over the conduct of local authority members
- Elected members will be required to continue to register and declare
  personal interests and will not be allowed to use their position improperly
  for personal gain. The government intends that wilful failure to comply
  with these requirements will constitute a criminal offence.
- The requirement for local authorities to adopt a model code of conduct and for local authority members to abide by that code will be abolished.
   However, local authorities will be free to adopt their own, voluntary code of conduct should they so wish.
- The requirement for councils to maintain a standards committee will be abolished. However, local authorities will be free, should they choose, to establish voluntary standards committees to consider complaints about the conduct of elected and co-opted members. Such committees will, according to councils' local constitutions, be able to censure but will not be able to suspend or disqualify members from council membership.

It is anticipated that the Bill will receive Royal Assent in late 2011. The present conduct regime (a model code governing local authority members' conduct and enforced through local authority standards committees, regulated in turn by the Standards for England), will continue to function in a normal manner, considering, investigating and determining allegations of misconduct, until a fixed date ("the appointed day"), probably two months after the Bill receives Royal Assent.

This means that until the appointed day, an allegation of misconduct can be made but that after the appointed day no further allegations of misconduct can be made under the Standards for England regime. It also means that at the appointed day, allegations will be in the process of investigation and, further, that appeals against sanctions will be pending. Transitional measures are to be put in place to address this and the way in which they will operate is detailed in the following paragraphs:

- Any cases in the system at the appointed day will make their way through a transitional regime. This would meet the expectation of those who had made allegations that these would be properly dealt with. It also provides an elected member who has had an allegation made against them with the opportunity to clear their name.
- The government proposes that any investigations being undertaken by Standards for England transfer, on the appointed day, to the local authority that referred the investigation. It will be for that local authority to arrange for the conclusion of the investigation. The local authority's standards committee will remain established until the last complaint it is considering, referred either internally or from Standards for England, has been dealt with.
- Any cases with which the First-tier Tribunal (Local Government Standards in England) is dealing on the appointed day will be concluded by that tribunal. It will not receive any appeals against standards committee rulings after that date. The right of appeal will not exist for those cases standards committees deal with as they work their way through the transitional system. The government considers that the risk of protracted proceedings justifies this approach. The sanctions available to standards committees are significantly less severe than the sanctions available to the First-tier Tribunal (Local Government Standards in England).
- The government proposes that the suspension sanction is removed from standards committees for the transitional period. Hence the most a standards committee could do, for instance, is to issue a councillor with a censure or a request that they undergo training.

#### THE NOLAN PRINCIPLES

The Committee on Standards in Public Life is an advisory non-departmental public body established in 1994. The Committee's landmark First Report published in 1995 established *The Seven Principles of Public Life* often described as the Nolan Principles.

The Seven Principles of Public Life are:-

- Selflessness Holders of public office should act solely in terms of the public interest. They should not do so in order to gain financial or other benefits for themselves, their family or their friends.
- Integrity Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties.

- Objectivity In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.
- Accountability Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.
- Openness Holders of public office should be as open as possible about all the decisions and actions they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.
- Honesty Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.
- Leadership Holders of public office should promote and support these principles by leadership and example.

Whilst it is anticipated that the statutory principles will be repealed, they have the potential to continue to be utilised more informally by people looking to develop their understanding of the standards expected of those in public office.

## FIDUCIARY DUTY OF COUNCILLORS

A councillor is treated as a trustee of council assets, with a fiduciary duty to apply those assets in the public interest. Where a councillor abuses that trust, for example by disposing of those assets for personal gain, he/she can be held liable for the resulting loss - as with the House of Lords landmark ruling against Dame Shirley Porter in her capacity as Leader of Westminster City Council.

#### **REGISTERING INTERESTS**

The Local Government Act 2000 requires each councillor to make a declaration of his or her interests and to ensure that any addition or amendment to that declaration is made within 28 days of any change occurring in relation to his or her interests. The Bill intends to strengthen this by making it a criminal offence for a councillor to fail to register a relevant interest or withdraw for a personal interest, although the scope of this offence awaits Regulations.

#### CIVIL LAW

As councillors do not enjoy legal privilege they are subject to the same laws of **libel** and slander as the rest of the population. However, a council cannot itself be libelled so this remedy would only be available for the individual claiming they have been libelled or defamed rather than the authority itself.

Misfeasance in public office is a cause of action in the civil courts. It is an action against the holder of a public office, alleging in essence that the office-holder has misused or abused his power. There are two types of misfeasance in public office. One, known as 'targeted malice', occurs when a public office holder intentionally abuses his or her position with the motive of inflicting damage upon the claimant. The second is termed 'untargeted malice' and is committed by a public office holder who acts knowing that he/she has no power to undertake the act complained of.

#### **EQUALITIES AND DISCRIMINATION LAW**

Other civil law remedies would be available to individuals, but not councils, in the area of **equalities and discrimination law** for unlawful discrimination. Discrimination law governs the right of individuals not be treated less favourably than others on grounds that include sex, race, religion, sexual orientation, age and disability. It also deals with the duty of public bodies to promote equality although the coalition government have announced that they are to repeal the social-economic duty on council's enacted in the Equalities Act 2010.

Councillors may, of course, be specifically named as a party to proceedings by claimants in discrimination proceedings.

### CRIMINAL LAW

A councillor sentenced to a term of imprisonment of not less than 3 months is disqualified from office by virtue of **Section 80 of the Local Government Act 1972.** 

A councillor using their position to support or influence a planning application for a project or venture that they have a financial interest in or otherwise using their position for self financial gain would be committing an offence under the **Fraud Act 2006**. Conviction under this Act carries a maximum penalty of 10 years imprisonment or an unlimited fine or both

The **Bribery Act 2010** provides a legal framework to combat bribery in the public (or private) sectors. It replaces the fragmented and complex offences at common law and those previously contained in the Prevention of Corruption Acts 1889-1916

The new Act creates two general offences covering the offering, promising or giving of an advantage, and requesting, agreeing to receive or accepting of an advantage in a public office. Again, the maximum penalty for individuals is 10 years' imprisonment or a fine, or both

The Crown Prosecution Service, rather than councils, would decide whether there was sufficient evidence to prosecute for criminal offences.

#### **ELECTORAL OFFENCES**

The relevant legislation relating to electoral offences can be found in the:

- The Representation of the People Act 1983 (the Act)
- The Representation of the People Act 1985
- The Political Parties, Elections and Referendums Act 2000
- The Electoral Administration Act 2006 ("EAA")

There are a number of electoral offences specified in the Representation of the People Act 1983 and 1985, with the key ones being:

**Undue influence:** Where an individual, directly or indirectly, makes use of or threatens to make use of force, violence or restraint; or inflicts or threatens to inflict injury, damage or harm in order to induce or compel any voter to vote or refrain from voting. This offence has been modified by the Electoral Administration Act to extend the effect of it to include intention and not just where an act has taken place. A

person may be guilty of undue influence if they impede or prevent, or intend to impede or prevent, the free exercise of the franchise of an elector.

**Bribery:** Where any individual, directly or indirectly, gives any money to any voter, in order to induce any voter to vote or not to vote for a particular candidate, or to vote or refrain from voting.

**Treating:** Where either before, during or after an election, any person, directly or indirectly, gives or provides (or pays wholly or in part the expense of giving or providing) any food, drink, entertainment or provision in order to influence corruptly any voter to vote or refrain from voting.

**Personation:** Where any individual votes as someone else (whether that other person is living or dead or is a fictitious person), either by post or in person at a polling station as an elector or proxy. Further, the individual voting can be deemed guilty of personation if they vote on behalf of a person they have reasonable grounds for supposing is dead or fictitious, or where they have reasonable grounds for supposing the proxy appointment is no longer in force.

Postal and proxy voting: Where an individual applies for a postal or proxy vote as some other person, otherwise makes a false statement in connection with an application for a postal or proxy vote, requests an Electoral Registration Officer or a Returning Officer to send a postal vote or associated communication to an address which has not been agreed by the person entitled to vote, or causes a postal or proxy voting communication not to be delivered to the intended recipient.

False information in nomination papers: Where a person gives false information in a nomination paper or in their consent to nomination, they are guilty of a corrupt practice.

False information in relation to registration: Where an individual, for any purpose in connection with the registration of electors, provides false information to the Electoral Registration Officer in connection with the registration of electors, that person is guilty of offence.

The Electoral Administration Act 2006 created two new offences which are:

Supplying false information to the Electoral Registration Officer, and

Making fraudulent application for a postal vote

The majority of electoral offences carry a maximum penalty of 1 or 2 years imprisonment or an unlimited fine.

#### **AUDIT COMMISSION FOR LOCAL AUTHORITIES**

Whilst powers of surcharge were abolished under the Local Government Act 2000 an auditor appointed by the Audit Commission under the Audit Commission Act 1998 will continue to play their role in investigating financial impropriety in local government and can recover financial losses from individuals councillors on the basis that he or she is responsible for the authority incurring unlawful expenditure. It is yet to be seen whether this power will be transferred to another body given the government's announced abolition of the Audit Commission.

## LOCAL GOVERNMENT OMBUDSMAN

The Local Government Ombudsman was set up to investigate maladministration causing injustice. The law does not define maladministration but the Local Government Ombudsman currently defines its' mandate as follows:

"We can consider complaints about things that have gone wrong in the way a service has been given or the way a decision has been made, if this has caused problems for you"

Individual or collective actions or failings of councillors may amount to maladministration.

The government has announced that it intends to give the Local Government Ombudsman, the established body for investigating public complaints over the way they have been treated by their council, greater influence. For the first time local authorities will be legally compelled to implement the Ombudsman's findings.

# BIAS, PREDISPOSITION AND PREDETERMINATION

This is a complex area of common law (i.e. judge-made law) that has implications for councillors individually and councils. It is wrong, therefore, to associate such matters exclusively as having been caused by Standards for England or as a direct result of the introduction of the standards regime under the Local Government Act 2000.

The long established legal position is that a councillor may not be party to decisions in relation to which he/she either is actually biased (in the sense that he/she has a closed mind and has pre-determined the outcome of the matter to be decided irrespective of the merits of any representations or arguments which may be put to him/her) or gives an appearance of being biased, as judged by a reasonable observer.

A finding of bias and/or predetermination can make a decision unlawful with costs and reputational implications for councils and the First-tier Tribunal (Local Government Standards, England (formerly the Adjudication Panel for England) has held that such a finding could be a breach of Paragraph 5 of the current code of conduct which could lead to the disqualification of a councillor.

The Localism Bill aims to clarify the rules on pre-determination and bias: the Bill provides that an indication by a councillor that he takes a particular view on a matter is not to be taken as evidence of a closed mind. The intention is that the normal activities of a councillor, such as campaigning, talking with constituents, expressing views on local matters and seeking to gain support for those views, should not lead to an unjust accusation of having a closed mind on an issue that can lead to a legal challenge. The government claims that that this will give councillors the assurance that they can campaign, discuss and vote on issues with confidence and so encourage more people to stand in local elections. In practice, the Court of Appeal has already asserted that such activities will not preclude participation in decision-making, unless the councillor is so committed that they are not even prepared to listen to the evidence, but courts may fret that, where a councillor says that he has a closed mind on a matter, the court cannot take this assertion into evidence;

The government previously announced that a power of electoral recall of councillors is also being proposed to allow for the removal of councillors mid term for cases of 'serious misconduct'; although this has also not been included in the Localism Bill.

## **MISCELLANEOUS**

It will remain open to councils to agree local arrangements whereby councillors could be censured for breaching local codes of conduct and other local protocols; including other activity regarded as inappropriate and to remove councillors from committees, outside bodies and other appointments, when appropriate. Whilst there will be a need for local authorities to reflect constitutional changes as a result of abolition of the current standards regime, other local protocols covering, for example, member/officer relations and guidelines regarding use of council resources, will continue to have effect and be subject to any local sanctions adopted by individual councils, though there will be no statutory sanctions against an offending member and therefore no powers to suspend or disqualify councillors.

# **FURTHER CONTACT**

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