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To: Edward Michael Hughes (Chairman)

Councillors: Patrick Heesom, Paul Johnson and Arnold Woolley

Co-opted Members:

Robert Dewey, Jonathan Duggan-Keen, Phillipa Ann Earlam, Julia Hughes and Kenneth Harry Molyneux

27 February 2018

Dear Sir/Madam

You are invited to attend a meeting of the Standards Committee which will be held at 6.30 pm on Monday, 5th March, 2018 in the Clwyd Committee Room, County Hall, Mold CH7 6NA to consider the following items

Please note that a training session for the Standards Committee members will be held from 6.00pm until 6.30pm.

A G E N D A

- 1 APOLOGIES**
Purpose: To receive any apologies.
- 2 DECLARATIONS OF INTEREST (INCLUDING WHIPPING DECLARATIONS)**
Purpose: To receive any Declarations and advise Members accordingly.
- 3 MINUTES (Pages 3 - 10)**
Purpose: To confirm as a correct record the minutes of the meeting on 5 February 2018.
- 4 DISPENSATIONS**
Purpose: To receive any requests for dispensations.
- 5 VISITS TO TOWN AND COMMUNITY COUNCILS (Pages 11 - 14)**
Purpose: That the Committee agrees to a rota of visits and the guidelines for how they should be undertaken.

6 OVERVIEW OF ETHICAL COMPLAINTS (Pages 15 - 22)

Purpose: That the Committee notes the number and type of complaints.

7 PUBLIC SERVICES OMBUDSMAN FOR WALES (PSOW) CASE BOOK

Purpose: To receive a verbal report on the Ombudsman's Case Book (link below).

http://www.ombudsman-wales.org.uk/~media/Files/OmbudsmanCasebook_en/The%20Ombudsmans%20Casebook%20%20Casebook%2031%20January%202017.ashx

8 MEETING OF THE NORTH WALES STANDARDS COMMITTEES FORUM

Purpose: The next meeting of the Forum will take place in May at Gwynedd - date to be confirmed. Are there any issues which the Committee would like to put on the agenda?

9 FORWARD WORK PROGRAMME (Pages 23 - 24)

Purpose: For the Committee to consider topics to be included on the attached Forward Work Programme.

Yours faithfully



Robert Robins
Democratic Services Manager

STANDARDS COMMITTEE **5 FEBRUARY 2018**

Minutes of the meeting of the Standards Committee of Flintshire County Council held at County Hall, Mold on Monday, 5 February 2018

PRESENT: Edward Hughes (Chairman)

Councillors:

Patrick Heesom, Paul Johnson and Arnold Woolley

Co-opted members:

Rob Dewey, Jonathan Duggan-Keen, Phillipa Earlam, Julia Hughes and Ken Molyneux

ALSO PRESENT: Councillors: Clive Carver (for Agenda Item 4, Dispensations) and Dave Mackie (observer)

IN ATTENDANCE:

Monitoring Officer, Deputy Monitoring Officer and Democratic Services Officer

Senior Manager, Business Change & Support (minute number 54)

50. DECLARATIONS OF INTEREST (INCLUDING WHIPPING DECLARATIONS)

On the advice of the Monitoring Officer, Councillors Heesom, Mackie and Woolley declared a personal interest on Agenda Item 7 as they were school governors.

On Agenda Item 4, Councillor Carver declared a personal and prejudicial interest due to his dispensation requests and would leave the room after speaking on that item.

51. MINUTES

The minutes of the meeting held on 8 January 2018 were submitted.

As a point of accuracy, the Chairman confirmed the correct spelling for Noela Jones who had been part of the interview panel.

Julia Hughes asked that she be recorded as 'Mrs' rather than 'Ms' in the minutes of meetings. On minute number 49, she pointed out an error in the penultimate paragraph which should have referred to the Monitoring Officer.

RESOLVED:

That subject to the amendments, the minutes be approved and signed by the Chairman as a correct record.

52. DISPENSATIONS

Following publication of the agenda, three dispensation requests had been received from Community Councillors Clive Carver and Cheryl Carver, and County Councillor Clive Carver.

Hawarden Community Councillors Clive Carver and Cheryl Carver

Councillor Clive Carver was in attendance to provide background information to both dispensation requests and had provided the Monitoring Officer with written confirmation from his wife Councillor Cheryl Carver to this effect.

Councillor Carver explained that Hawarden Community Council was due to cease connections with the Hawarden Institute and hold meetings elsewhere after 31 March 2018. As Chair of the Institute's management committee, he wished to be able to communicate with the Community Council both during meetings and individually after that date as he would not be able to rely on the fact that his current appointment to the Institute was as a Community Council external body nomination. He and his wife (in her capacity as Treasurer of the Hawarden Institute committee) were seeking dispensation to write and speak but not vote, and wished to remain in the Council Chamber during those discussions.

In response to questions from the Monitoring Officer, Councillor Carver provided background information on the process for appointments to the management committee and explained that both requests were to obtain dispensation in advance of any changes.

Councillor Carver left the room prior to the Committee considering the requests.

Following queries raised by the Committee, the Monitoring Officer provided clarification on the paragraphs under which dispensation was sought.

Mr. Rob Dewey proposed that Councillor Clive Carver be granted dispensation to which Councillor Woolley spoke in support.

The Monitoring Officer pointed out that there were two similar requests for dispensation and that consideration should be given to whether both were required.

Mrs. Patricia Earlam said that both should be granted dispensation due to the different roles undertaken by the two individuals. Councillor Johnson supported this view.

During debate on the request to remain in the Council Chamber, the Monitoring Officer referred to a similar request previously submitted and he clarified the terms under which Councillor Carver had been granted dispensation to speak.

Councillor Woolley and Mr. Dewey both felt unable to support the request to remain in the Council Chamber.

In considering the points raised, the Chairman asked if the Committee wished to grant dispensation for both applicants to communicate with Hawarden Community Council in writing and by speaking in the presence of a third party, as determined in a previous request. The term of the dispensation would apply for 12 months from the date of this meeting. This was formally proposed by Mr. Jonathan Duggan-Keen and on being put to the vote, was agreed by the Committee.

Councillor Carver was then invited back to the meeting and informed of the decision. It was clarified that Councillor Carver nor his wife could be regarded as the third party in respect of verbal communications.

County Councillor Clive Carver

Councillor Carver referred to consideration of a Notice of Motion at the recent County Council meeting, which had resulted in an amendment to consider the reinstatement of 100% business rate relief to local charitable organisations with premises of a rateable value below £6K. In anticipation of the matter being further debated at County Council on 20 February 2018, he wished to speak and remain in the Council Chamber, without voting. He explained that he was Chair of the Hawarden Institute management committee (registered charity) which had a rateable value of £6,400 and currently received 80% discretionary business rate relief.

The Monitoring Officer provided background information and explained that procedural issues had led to the matter being reconsidered. He questioned the reason for the dispensation request given that the rateable value was outside the exemption threshold. Councillor Carver said that in the event that the threshold was extended to include organisations with a higher rateable value, he would wish to remain in the room to take part in those discussions by sharing his knowledge, but not to vote.

Councillor Carver left the room prior to the Committee considering his request.

As Chairman of the Flintshire District Scouts Executive Committee, Councillor Woolley said that having declared an interest on the matter, he had not taken part in the debate at County Council. The Monitoring Officer said that it was correct to declare the interest as it was relevant to the application.

In response to comments from Councillor Johnson about the potential for other Members to declare similar interests, the Monitoring Officer said that advice had been given prior to the County Council meeting. He went on to explain that this particular topic was an Executive function, and therefore the decision made by Cabinet on the morning of 20 February would only be reported verbally to the County Council meeting that afternoon.

Having considered the matter, Mr. Rob Dewey felt that Councillor Carver did not have an interest as the rateable value was outside the threshold, and therefore the dispensation did not apply. This was seconded and on being put to the vote, was agreed by the Committee.

Councillor Carver returned to the meeting and was informed of the decision.

The Monitoring Officer suggested that Councillor Carver may wish to make written representations to Cabinet as the decision was an Executive function. He advised that the Cabinet decision would be reported for information only to County Council when the final budget for 2018/19 would be submitted for approval.

RESOLVED:

- (a) That Community Councillors Clive Carver and Cheryl Carver be granted dispensation under paragraphs (d), (e), (f), (h) and (i) of the Standards Committee (Grant of Dispensations) (Wales) Regulations 2001 to speak to Hawarden Community Council in person or by telephone on matters relating to the Hawarden Institute, provided there was at least one witness, which would ensure that there were at least three people involved in the conversation, and that the conversation be minuted. Also, that Councillors Carver be allowed to make contact in writing if they wish. The dispensation to be granted for 12 months, ceasing on 5 February 2019; and
- (b) That the dispensation request from County Councillor Clive Carver in respect of discussion on non-domestic rates be refused on the basis that he does not have a prejudicial interest on the matter.

53. VARIATION IN ORDER OF BUSINESS

The Chairman indicated that there would be a change in the order of business to bring forward Agenda Item 7 to enable the Senior Manager to present the report. The remainder of the items would be considered in the order shown on the agenda.

54. CODE OF CONDUCT FOR SCHOOL GOVERNORS

The Senior Manager, Business Change & Support presented a report on the principles of a Code of Conduct for school governors in Wales.

Each governing body was required to agree and conform to its own Code which should be in line with the principles of conduct set out in the report. The Council was not aware that any governors had been dismissed due to misconduct or not completing statutory training. There were currently around 1,220 governors in Flintshire schools, including 250 local authority positions on governing bodies and over half of Flintshire county councillors had taken up the position as local authority governor.

In response to questions from Mrs. Julia Hughes, the Senior Manager explained that it was the responsibility of governing bodies to maintain standards by self-monitoring training and promoting compliance with the Code of Conduct. As part of the training regulations, local authorities were obliged to make available statutory training for Chairs, Clerks and new governors. Governing bodies were required to suspend or disqualify any governor who had failed to complete this within 12 months of their appointment.

Mr. Rob Dewey asked about training records and was told that these were kept by Clerks and were checked during Estyn inspections. Individuals who had been a

governor for more than two years at the time that the training regulations were introduced in 2013 were exempt from the statutory induction training.

RESOLVED:

- (a) That the report be noted; and
- (b) That Members who are themselves school governors ensure they are aware of their school's own Code of Conduct.

55. SOCIAL MEDIA PROTOCOL

The Monitoring Officer presented a report to consider whether the Council should adopt a social media protocol, following previous discussions. Whilst the current policy did not impose any restrictions, it set out guidelines mainly for officers on the careful use of social media which could also apply to Members.

Guidance on the use of social media - previously published by the Welsh Local Government Association (WLGA) - had been shared with the Committee. It was suggested that the Committee may wish to submit comments to contribute to a review of the guidance by the WLGA.

Mrs. Phillipa Earlam spoke in favour of this and suggested a wider discussion at the North Wales Standards Forum. She also said that views could be sought from the Monitoring Officer, Head of Democratic Services, the Communications Team and the ICT Manager who were mentioned as sources of advice in the WLGA guidance.

Mr. Ken Molyneux agreed that an update of the WLGA guidance should be pursued.

The Monitoring Officer referred to the Committee's remit and suggested that feedback could focus on the prevention of breaches of the Code of Conduct.

Councillor Johnson said that the views of Town and Community Councillors should also be accommodated when submitting comments to the WLGA.

Mrs. Julia Hughes asked whether the WLGA guidance had been made available to new Members since it was originally circulated. The Monitoring Officer replied that it had been covered as part of the 'Safety First' training sessions for new Members. Mrs. Hughes said that the guidance should be updated to reflect the wider platform of social media channels now available and to highlight the potential dangers.

The points raised were summarised by the Chairman and agreed by the Committee.

RESOLVED:

- (a) That the Committee continues to rely on the WLGA social media guidance;

- (b) That the following be asked to submit any suggestions for updating or improving the guidance to the WLGA:
- North Wales Standards Forum
 - The Council's Monitoring Officer, Head of Democratic Services, the Communications Team and ICT Manager; and
- (c) That the Committee makes representations to the WLGA on the need to update the guidance to reflect the wider platform of social media channels and highlight the potential dangers to users.

56. TRAINING FOR TOWN AND COMMUNITY COUNCILLORS

The Deputy Monitoring Officer presented a report on attendance at training events regarding conduct and good governance of Town and Community Councillors and Councils, following the elections in 2017.

The report concluded that 59 of the 63 attendees at the four training sessions were Town or Community Councillors. This represented around 13% of the total number of Town/Community Councillors in Flintshire.

Mrs. Julia Hughes spoke about the need to publicise the availability of the slides. The Monitoring Officer agreed to arrange for an agenda item at the forthcoming County Forum meeting to bring this to the attention of Town and Community Councils.

Mr. Rob Dewey stressed the importance of ensuring that all Town and Community Councillors completed the training, particularly new members. The Monitoring Officer advised that training was not mandatory and that there were no powers to impose sanctions for non-attendance. As it was the responsibility of Clerks to advise members of their responsibilities within the Code of Conduct, an information sharing session for Clerks could help to reaffirm this. In the absence of detailed training records, the Monitoring Officer suggested that Clerks could be asked to conduct a survey of their members and provide details of the training received, including themselves.

This was proposed by Mrs. Hughes who said that the communication should be conveyed as supportive and positive in raising awareness of the requirements of the Code of Conduct. She suggested that records be kept of future training for Clerks and Councillors of Town and Community Councils. The Monitoring Officer explained that attendance records were available but these did not indicate the number of Clerks.

Councillor Heesom said that a wider discussion was needed at a future meeting.

The Deputy Monitoring Officer agreed to circulate a link to the background documents listed in section 6.01 of the report.

The Chairman summarised the main points raised, and these were agreed by the Committee.

RESOLVED:

- (a) To put the slides produced for the training that was delivered to new and returning Town and Community Councillors, and a link to the Public Services Ombudsman for Wales' (PSOW) video about his role in relation to matters of Councillor conduct, on the Council's website, so that they can be viewed by Town and Community Councillors;
- (b) To circulate a skills audit questionnaire to Clerks of Town and Community Councils to establish which Clerks and Councillors have received training; and
- (c) To consider the next steps at a future meeting of the Committee.

57. FORWARD WORK PROGRAMME

The Monitoring Officer gave the following update on items previously raised:

- Responses from Town and Community Councils on the proposed visits and possible reasons for lack of attendance at training sessions - only one response had been received to date, in favour of the visits. A report would be brought to the next meeting in March.
- Summary log of Code of Conduct complaints to be scheduled as a standing agenda item.
- Twice yearly item on lessons learnt from the Public Services Ombudsman for Wales Casebook - to be scheduled for April.
- The Committee would be advised of the date of the North Wales Standards Forum meeting in May 2018 to be hosted by Gwynedd Council. The following meeting would be hosted by Flintshire.
- The item on One Voice Wales to be deleted (January 2018) as there had been no response.

RESOLVED:

That the Forward Work Programme be updated.

58. MEMBERS OF THE PRESS AND PUBLIC IN ATTENDANCE

There was one member of the public in attendance.

(The meeting started at 6.30pm and ended at 8.30pm)

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Chairman

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STANDARDS COMMITTEE

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|------------------------|---------------------------------------|
| Date of Meeting | Monday, 5 March 2018 |
| Report Subject | Visits to Town and Community Councils |
| Report Author | Chief Officer Governance |

EXECUTIVE SUMMARY

Following the January committee officers wrote to all town and community councillors informing them that independent members intended to visit their meetings and seeking feedback. Only one council responded and it welcomed the initiative.

If members wish to conduct such visits then the following simple guidelines are suggested for how they are conducted for the sake of courtesy and transparency:

- 1) that there should be a published rota
- 2) that each council should be told specifically who will attend
- 3) that each attendee introduces themselves to the clerk when they arrive at the meeting and then takes a seat in the public gallery
- 4) that the attendee should not speak at the meeting unless invited to do so, and should only explain the nature and purpose of the programme of visits
- 5) that the attendee should decline to give specific advice on matters under the code such as declaring interests, and should refer any such requests to the clerk, monitoring officer or deputy monitoring officer instead

RECOMMENDATIONS

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| 1 | That the Committee agrees a rota of visits and the guidelines for how they should be undertaken. |
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REPORT DETAILS

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| 1.00 | Number of complaints |
| 1.01 | <p>At its January meeting the committee discussed the possibility of independent members visiting town and community councils within the county. It resolved</p> <p>“That the Monitoring Officer write to town and community councils to seek views on (i) a consistent approach for the visits and (ii) reasons for the lack of attendance at training sessions. The responses to be reported back to a future meeting.”</p> <p>Despite sending a reminder only one Town Council responded. It welcomed the proposed initiative. However, it is clearly difficult to know whether the general lack of response indicates broad support or not.</p> |
| 1.02 | <p>Clearly the committee has two choices. To send a further reminder or to go ahead. As the proposal is within the remit of the committee, and such meetings should be open to the public in any event, it is recommended that the proposal proceeds.</p> |
| 1.03 | <p>If members wish to conduct such visits then the following simple guidelines are suggested for how they are conducted for the sake of both courtesy and transparency:</p> <ol style="list-style-type: none">1) that there should be a published rota2) that each council should be told specifically who will attend3) that each attendee introduces themselves to the clerk when they arrive at the meeting and then takes a seat in the public gallery4) that the attendee should not speak at the meeting unless invited to do so, and should only explain the nature and purpose of the programme of visits5) that the attendee should decline to give specific advice on matters under the code such as declaring interests, and should refer any such requests to the clerk, monitoring officer or deputy monitoring officer instead |
| 1.04 | <p>If members choose to proceed then officers will contact them to draw up a rota based on the schedule of meeting dates for town and community councils.</p> |

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| 2.00 | RESOURCE IMPLICATIONS |
| 2.01 | <p>Preparing a rota can be achieved within available resources.</p> |

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| 3.00 | CONSULTATIONS REQUIRED / CARRIED OUT |
| 3.01 | <p>All Town and Community Councils were asked to comment on the proposal that such visits would be carried out.</p> |

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| 4.00 | RISK MANAGEMENT |
| 4.01 | None |

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| 5.00 | APPENDICES |
| 5.01 | None. |

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| 6.00 | LIST OF ACCESSIBLE BACKGROUND DOCUMENTS |
| 6.01 | None Contact Officer: Gareth Owens, Chief Officer Governance Telephone: 01352 702344 E-mail: gareth.legal@flintshire.gov.uk |

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| 7.00 | GLOSSARY OF TERMS |
| 7.01 | None |

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STANDARDS COMMITTEE

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|------------------------|--------------------------------|
| Date of Meeting | Monday, 5 March 2018 |
| Report Subject | Overview of Ethical Complaints |
| Report Author | Chief Officer Governance |

EXECUTIVE SUMMARY

Each year a number of complaints are made about Community, County and Town Councillors to the Public Services Ombudsman for Wales alleging breach of the members' code of conduct. A breakdown of the complaints is attached.

In total nine complaints were received in the year 2016/17 and two complaints have been received in the year to date. Nine complaints in a year is higher than usual. Six complaints stemmed from a single series of events in one Community Council, but there have been no further complaints from that council in 2017/18.

The complaints are listed by outcome. Across the years only two complaints were investigated. Of these, it was not deemed not in the public interest to take any action in respect of one and the other resulted in a hearing before the Adjudication Panel.

RECOMMENDATIONS

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| 1 | That the Committee notes the number and type of complaints. |
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REPORT DETAILS

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| 1.00 | Number of complaints |
| 1.01 | <p>The attached spreadsheet at Appendix A lists in summary form the complaints received during 2016/17 and 2017/18. Each entry lists:</p> <ul style="list-style-type: none"> the ombudsman's reference number (year/4 digit reference) the type of council (community, county or town) the complainant (councillor, officer, public) |

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| | <ul style="list-style-type: none"> • the provisions which are alleged to have been breached • the decision at each of the 3 stages of investigation |
| 1.02 | <p>The number of complaints varied markedly. In 2016/17 there were nine complaints in total reflecting a high number from a connected series of events in one community council. There was a serious case that resulted in a referral to the Adjudication Panel for Wales (previously reported to the Committee).</p> <p>During 2017/18 the number of complaints has been low.</p> |
| 1.03 | <p>There appears to be no pattern across the type of complaints received and each reflects the local circumstances of the council.</p> <p>The outcomes reflect the implementation of the tougher two stage test by the Ombudsman's office. Fewer complaints are being investigated and only the "serious ones" are being taken forward.</p> |

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| 2.00 | RESOURCE IMPLICATIONS |
| 2.01 | None associated with this report. |

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| 3.00 | CONSULTATIONS REQUIRED / CARRIED OUT |
| 3.01 | None. |

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| 4.00 | RISK MANAGEMENT |
| 4.01 | None |

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| 5.00 | APPENDICES |
| 5.01 | A - Number of complaints. |

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| 6.00 | LIST OF ACCESSIBLE BACKGROUND DOCUMENTS |
| 6.01 | <p>None</p> <p>Contact Officer: Gareth Owens, Chief Officer Governance Telephone: 01352 702344 E-mail: gareth.legal@flintshire.gov.uk</p> |

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| 7.00 | GLOSSARY OF TERMS |
| 7.01 | <p>Public Services Ombudsman for Wales – the Ombudsman investigates service complaints and alleged breaches of the code. The ombudsman will not investigate and alleged breach of the code unless there is clear evidence of a breach and it is in the public interest to expend public funds investigating.</p> <p>Adjudication Panel for Wales – the independent body responsible for hearing the more serious alleged breaches of the code. It consists of a panel from which a three of its members are drawn to form the Case Tribunal which will hear a particular case.</p> |

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| PSOW Reference | Type of Council | Complainant | Alleged breach | Gatekeeper | Investigation | Hearing |
|----------------|-----------------|-------------|---|---------------------------------|--|--------------------------------|
| 16/0483 | Town | Councillor | Disrepute and improper advantage | Not acting in official capacity | | |
| 16/1611 | County | Officer | Bullying, disrespect | Investigate | Evidence of breach | APW disqualified for 14 months |
| 16/6253 | Town | Councillor | Failure to declare an interest, voting with an interest | Investigate | Apology given by councillor. Not in public interest to proceed | |
| 16/7019 | Community | Officer | Bullying, disrespect, disrepute | Insufficient evidence | | |
| 16/7020 | Community | Officer | Bullying, disrespect, disrepute | Insufficient evidence | | |
| 16/7053 | Community | Officer | Failure to co-operate with local resolution | Not in public interest | | |
| 16/7054 | Community | Officer | Failure to co-operate with local resolution | Not in public interest | | |

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|---------|-----------|------------|--|-----------------------|--|--|
| 16/7173 | Community | Councillor | Bullying, disrespect, disrepute, making malicious complaints | Insufficient evidence | | |
| 16/7174 | Community | Councillor | Bullying, disrespect, disrepute, making malicious complaints | Insufficient evidence | | |

| PSOW Reference | Type of Council | Complainant | Alleged breach | Outcome by stage | | |
|----------------|-----------------|-------------|--------------------|--|---------------|---------|
| | | | | Gatekeeper | Investigation | Hearing |
| 17/0516 | County | Public | Disrepute, respect | Alleged actions not a breach of the code | | |
| 17/2548 | County | Public | Disrepute | Alleged actions not a breach of the code | | |

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FLINTSHIRE COUNTY COUNCIL – STANDARDS COMMITTEE – FORWARD WORK PROGRAMME

| Date of Meeting | Topic | Notes/Decision/Action |
|----------------------|---|---|
| July 2018 | <ul style="list-style-type: none"> • Training • Dispensations | |
| June 2018 | <ul style="list-style-type: none"> • Training • Dispensations • Review of the Members' Code of Conduct | To review the Members' Code of Conduct as part of the Committee's programme of review of the Council's Constitution |
| May 2018 | <ul style="list-style-type: none"> • Training • Dispensations | |
| April 2018 | <ul style="list-style-type: none"> • Training • Dispensations • Update on Members' Annual Reports | To consider a template annual report to be circulated to members in May |
| March 2018 | <ul style="list-style-type: none"> • Training • Dispensations • North Wales Standards Forum | To discuss items for the agenda for the North Wales Standards Forum to be held in May 2018 and hosted by the Council |
| February 2018 | <ul style="list-style-type: none"> • Training • Dispensations • Social Media Protocol • Training Governors on the Code of Conduct | <p>To consider whether the Council needs to adopt a Social Media Protocol or whether the Guidance issued by WLGA is sufficient</p> <p>That Members who are themselves school governors ensure they are aware of their school's own code of conduct.</p> |

| Date of Meeting | Topic | Notes/Decision/Action |
|----------------------|--|--|
| | <ul style="list-style-type: none"> • Details of Training for Town and Community Councillors | To update the Committee on the training arranged and provided for Town and Community Councillors, including numbers in attendance. |
| January 2018 | <ul style="list-style-type: none"> • Training • Dispensations • Review of Constitution | To set a new programme for the rolling review of the document |
| December 2017 | <ul style="list-style-type: none"> • Training • Dispensations • NW Standards Forum • Appointment of independent member • Case tribunal decision | Sentencing guidelines from the Adjudication Panel for Wales and examples from the PSOW's case book to form part of future training session(s) Report back from Vice Chair Results of panel interviews Report of decision on former Councillor Halford |