

Public Document Pack

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Prif Swyddog (Llywodraethu)



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To: Julia Hughes (Chair)

Councillors: Teresa Carberry, Ian Hodge and Antony Wren

Co-opted Members:

David Wynn Davies, Ros Griffiths, Jacqueline Guest, Mark Morgan and Gill Murgatroyd

29 October 2024

Dear Sir/Madam

NOTICE OF REMOTE MEETING
STANDARDS COMMITTEE
MONDAY, 4TH NOVEMBER, 2024 at 6.30 PM

Yours faithfully

Steven Goodrum
Democratic Services Manager

The meeting will be live streamed onto the Council's website. The live streaming will stop when any confidential items are considered. A recording of the meeting will also be available, shortly after the meeting at <https://flintshire.public-i.tv/core/portal/home>

If you have any queries regarding this, please contact a member of the Democratic Services Team on 01352 702345.

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 5 - 10)

Purpose: To confirm as a correct record the minutes of the meeting held on 2 September 2024.

4 DISPENSATIONS

Purpose: To receive any requests for dispensations.

Members of the press/public will be able to remain at the meeting whilst an application for dispensation is presented to the Committee and will be able to return to hear the Committee's decision. However, under Paragraph 18C Schedule 12A Local Government Act 1972 the Committee will exclude the press and public from the meeting whilst it deliberates on any application for a dispensation.

ITEMS FOR DECISION

5 ITEMS RAISED BY TOWN AND COMMUNITY COUNCILS

Purpose: To discuss any ethical issues of the work of the Standards Committee raised by Town and Community Councils.

6 TRAINING NEEDS FOR TOWN AND COMMUNITY COUNCILS (Pages 11 - 20)

Purpose: To consider how and whether to collectively address any ethical training requirements identified by Town and Community Councils

ITEMS FOR INFORMATION

7 FORWARD WORK PROGRAMME (Pages 21 - 22)

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

**LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 - TO
CONSIDER THE EXCLUSION OF THE PRESS AND PUBLIC**

The following item is considered to be exempt by virtue of Paragraph(s) 12, 18c of Part 4 of Schedule 12A of the Local Government Act 1972 (as amended).

The report relates to a particular individual and the public interest in withholding the information outweighs the public interest in disclosing the information. The report relates to the deliberations of a Standards Committee or a Sub-Committee of a Standards Committee established under the provisions of Part 3 of the Local Government Act 2000 in reaching any conclusion on a matter referred to it.

**8 OUTCOME OF PUBLIC SERVICES OMBUDSMAN FOR WALES
INVESTIGATION REFERENCE 202309367**

Purpose: To report the detailed findings of a recent Public Services Ombudsman for Wales Investigation. The report and appendices will be sent to members of the Standards Committee under separate cover.

Please note that there may be a 10 minute adjournment of this meeting if it lasts longer than two hours

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STANDARDS COMMITTEE

2 SEPTEMBER 2024

Minutes of the meeting of the Standards Committee of Flintshire County Council held as a remote attendance meeting on Monday, 2 September 2024

PRESENT: Julia Hughes (Chair)

Councillors: Teresa Carberry and Ian Hodge and Antony Wren

CO-OPTED MEMBERS:

David Wynn Davies, Ros Griffiths, Jacqueline Guest, Mark Morgan, and Gill Murgatroyd

ALSO PRESENT: Councillor Richard Lloyd (as an observer)

IN ATTENDANCE:

Chief Officer (Governance), Legal Services Manager, and Solicitor (Geldards LLP)

20. **DECLARATIONS OF INTEREST (INCLUDING WHIPPING DECLARATIONS)**

There were no declarations of interest

21. **ADDITIONAL ITEMS – URGENT MATTERS**

Ethical Liaison group meetings

The Chair provided background information and invited the Chief Officer (Governance) to provide feedback on the meeting of the Ethical Liaison Group held on 19 July 2024 which he had attended. The Chief Officer reported on the outcomes of the meeting.

National Standards Forum

The Chair provided background information and provided feedback on the meeting of the National Standards Forum held on 24 June 2024 which she had attended. The next meeting of the Forum will be held on 27 January 2025.

22. **MINUTES**

The minutes of the meeting held on 3 June 2024 were presented for approval.

Accuracy

Item 6 – typographical error – correction of the word 'Notification' in the title.

Matters arising

The Chair asked if the Chief Officer was able to provide a further update on the Town & Community Councils who had signed up to the Civility and Respect Pledge. The Chief Officer explained that the outstanding Town & Community Councils had decided not to take action.

Item 7 – Review of the Member/Officer Protocols – The Chief Officer gave an update on the progress being made in consultation with the Public Services Ombudsman for Wales (PSOW). He referred to the awaited outcome of a joint review of Local Resolution Procedures (LRP) by monitoring officers across Wales.

Item 6 – Notification of the Decision of the Adjudication Panel for Wales - In response to a request for an update the Chief Officer confirmed that resolutions (b), (c), (d), and (f) had been implemented.

Item 10 – Overview of Ethical Complaints - The Chair referred to page 10, second paragraph, and asked the Chief Officer if he could provide an update on the outcome of the internal investigation held by the PSOW and the potential impact on resources to investigate complaints.

The minutes were approved as an accurate record as moved by Councillor Teresa Carberry and Ros Griffiths.

The minutes of the meeting held on 1 July 2024 were presented for approval.

Matters arising

Item 17 – Reports from Independent Members on visits to County Council meetings - Councillor Richard Lloyd referred to the feedback on the meeting of the Planning Committee held on 25 October 2023 and explained that some of the points raised had not been correct.

The minutes were approved as an accurate record as moved by David Davies and Councillor Ian Hodge.

RESOLVED:

That the minutes of the meetings held on 3 June and 1 July 2024 be approved as an accurate record.

23. REPORTS FROM INDEPENDENT MEMBER VISITS TO COUNTY COUNCIL MEETINGS

The Chair provided background information and invited Jacqueline Guest to provide a verbal report on the following meeting she had attended:

- Flintshire County Council held on 22 July 2024

The report from the Independent Member was positive overall. The following point was noted:

- that the meeting was well chaired, professionally conducted, and well supported by the Chief Officer

During discussion the following additional point was made:

- that Independent Members be introduced prior to the start of a meeting when in attendance as observers to report on procedures

It was agreed that the Chief Officer would share feedback from the visit in a communication to the Chair of the County Council and to Chairs of the Committees.

RESOLVED:

- (a) That the Committee notes the verbal report; and
- (b) That feedback be provided to the Chair of the County Council and to Chairs of the Committees.

24. OVERVIEW OF ETHICAL COMPLAINTS

The Chief Officer presented the report which provided a summary of the ethical complaints alleging a breach of the Code that had been submitted to the Public Services Ombudsman for Wales (PSOW). In accordance with the Committee's resolution, the complaints distinguished between different Councils and Councillors whilst remaining anonymous. The report provided information on the number and types of complaints being made and the outcome of consideration by the PSOW. Since the last report (3 June 2024) 4 complaints had been received; 3 were not investigated and 1 was under investigation. One complaint was still outstanding.

RESOLVED:

That the number and type of complaints be noted

25. FORWARD WORK PROGRAMME

The Chair presented the Forward Work Programme (FWP) September 2024 – July 2025. She referred to the previous decision of the Committee to defer the Review of the Member/Officer Protocol and the Review of the Flintshire Standard to a future meeting. During discussion the Chief Officer suggested the Committee consider the following:

- that the item on the Protocol on the Production of Councillor newsletters be removed from the FWP as this had been reviewed in 2023
- that the Review of the Member/Officer Protocol and the Review of the Flintshire Standard be considered at the meeting of the Committee to be held in March 2025.
- that an item to consider topics for the National Standards Forum be scheduled for the meeting to be held on 4 November 2024
- that feedback on the meeting of the National Standards Forum be submitted to the meeting of the Committee to be held in March 2025
- that an item to suggest agenda items for the next meeting of the Ethical Liaison Meeting be added to the meeting to be held on 13 January 2025
- that an item to approve the Annual Report be included on the FWP for the meeting to be held on 2 June 2025

The Chair asked that an item on the All Wales Conference be listed under the heading 'Reports to be Scheduled' on the FWP

In response to a question concerning completion of the current Programme of Independent Member Visits to Meetings of the County Council and Town and Community Councils, the Committee agreed that the Programme of visits would be resumed in 2026 and that any specific request made in the meantime would be considered.

Subject to the above amendments the Forward Work Programme was agreed.

RESOLVED:

That subject to the above amendments the Forward Work Programme be approved.

26. **PUBLIC SERVICES OMBUDSMAN FOR WALES ANNUAL REPORT FOR THE YEAR 2023/24**

The Chief Officer presented a report on the Annual Report published by the Public Services Ombudsman for Wales. The report summarised the headline points in the Annual Report with particular focus on matters relating to standards of County & Town and Community Councillors. The Chief Officer reported on the main considerations.

The Committee considered the matters relating to the Code of Conduct Complaints reported in the Annual Report and decided that no action was needed by the Committee.

The following recommendation was moved by Mark Morgan and seconded by Councillor Ian Hodge.

RESOLVED

That having considered the matters relating to the Code of Conduct Complaints reported in the Annual Report the Committee decided that no action was needed.

27. **LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985 - TO CONSIDER THE EXCLUSION OF THE PRESS AND PUBLIC**

RESOLVED:

That the press and public be excluded for the remainder of the meeting as the following item is considered to be exempt by virtue of Paragraph(s) 18c of Part 4 of Schedule 12A of the Local Government Act 1972 (as amended).

The report contains information from a report by the Public Services Ombudsman for Wales in relation to a forthcoming hearing, which was received by the Council in confidence. The public interest in withholding the information outweighs the interest in disclosing it until such time as the information is revealed during the hearing.

At this point the Chief Officer (Governance) and Councillor Richard Lloyd (Observer) withdrew from the meeting.

28. CODE OF CONDUCT COMPLAINT – UPDATE ON HEARING ARRANGEMENTS

The Chair informed members of the Standards Committee of the need to finalise arrangements for a hearing to consider allegations that a member of a Town Council breached the Code of Conduct for members. This followed the publication of a report by the Public Services Ombudsman for Wales (“the Ombudsman”), following an investigation into the allegations. The Standards Committee had invited the Councillor to make representations and the Councillor had confirmed that their preference was to do this at a hearing of the Standards Committee.

At the Standards Committee meeting on 1st July 2024 the Standards Committee held a pre-hearing review. This had been attended by the Councillor who was the subject of the allegations, supported by another Councillor. A representative of the Ombudsman had provided written comments to be considered at the pre-hearing review. At the pre-hearing review the parties had agreed a list of facts presented in the Ombudsman’s report which were agreed between the parties and a list of facts which were disputed. They had also agreed that the hearing would take place on 30th September 2024 and that this would be in a hybrid format.

The Standards Committee discussed the following arrangements which needed to be confirmed for the hearing:

1. The start time for the hearing.
2. The venue for the hearing.
3. A running order, in accordance with the procedure that the Standards Committee had adopted at its meeting on 4th December 2023.
4. The witnesses to be called by each of the parties.
5. The written evidence that would be presented.

RESOLVED:

- (a) That the hearing should take place at Flintshire County Council’s offices at County Hall, Mold, on 30th September 2024 with facilities for persons to attend remotely.
- (b) That the hearing should start at 9.15am.
- (c) That the hearing should follow the following running order:
 1. Preliminary matters.
 2. Determining the facts.
 3. Whether the facts demonstrate a breach of the code of conduct.
 4. If relevant, deciding a sanction.
- (d) That the parties should be allowed to call the witnesses they had requested to call, as set out in the report.
- (e) Witness statements must be provided to the Legal Services Manager by 16th September 2023 for any witness who have not already provided a statement

and a failure to do so may mean that the party is not permitted to provide evidence from any witness who has not provided a statement.

- (f) That the Councillor should be allowed to present at the hearing the additional written evidence he had requested to present, as set out in the report, subject to considering any objections that the Ombudsman might have.
- (g) That the Legal Services Manager should be authorised to finalise the administrative details for the hearing and to inform the parties.

29. MEMBERS OF THE PRESS IN ATTENDANCE

There were no members of the public or press in attendance.

(The meeting started at 6.30pm and ended at 9.40 pm)

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Chair



STANDARDS COMMITTEE

Date of Meeting	Monday, 4 November 2024
Report Subject	Training Needs for Town and Community Councils
Report Author	Chief Officer (Governance)

EXECUTIVE SUMMARY

In order to assure the committee about the assistance given to councillors to comply with the code town and community councils were asked what training they provide. They were also asked whether they had any unfulfilled training needs and, in case they had significant needs, their willingness to pool funds in order to commission such training.

It is clear that One Voice Wales is a popular training provider.

RECOMMENDATIONS

1	That the committee confirms that it is assured on the training provided to town and community councillors.
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REPORT DETAILS

1.00	EXPLAINING THE TRAINING PROVIDED TO TOWN AND COMMUNITY COUNCILLORS
1.01	<p>One of the committee's functions under the Local Government Act 2000 is "54(2) c - advising, training or arranging to train members and co-opted members of the authority on matters relating to the authority's code of conduct."</p> <p>The Committee has received reports on that function with respect to county councillors. Your officers asked the town and community clerks questions about their training plans in order to gain assurance about the training provided to their councillors.</p>

1.02	<p>Clerks were asked:</p> <ol style="list-style-type: none"> 1) What ethical training (i.e. training on the code and behaviour) needs you have identified within your training plan under s. Local Government and Elections (Wales) Act 2021 2) Whether/how you have fulfilled those training needs – for example do you provide training yourself, buy training from external providers such as OVW or rely only on the training provided by the monitoring officer 3) Whether further training or development is needed on the code/acceptable behaviour. For example, is specific training needed on particular parts of the code such as interests. 4) Your council's appetite to commission any further training/development jointly with other town & community councils as a means of sharing the costs. <p>11 responses were received in total which are attached at Appendix 1.</p>
1.03	<p>It is clear that One Voice Wales (OVW) is a popular provider for training. That is understandable as they are based in Wales and so will be very familiar with our legislative regime, which contrasts with that in England. No doubt the Society of Local Council Clerks (SLCC) is also cognisant of the differences, and they are named as provider as well in some cases. These will be the two main providers to this sector.</p>
1.04	<p>I was able to use the requests for further training to help tailor two training sessions which I provided jointly with the Legal Services Manager to town and community councillors on 22 and 24 October. Whilst covering the whole of the code a large proportion of each session was devoted to detailed sections on discrimination, respect & freedom of speech and interests. I recorded those sessions and will provide them for use by councillors who were unable to attend.</p>
1.05	<p>Members will see the final question which posed in case the councils identified specialist training that couldn't be delivered within existing resources. Whilst councils responded positively to the suggestion, I don't believe there is anything that would need to be externally procured.</p>
1.06	<p>The council has the capacity to produce e-learning modules that are accessed by a web browser. They can include a range of different media such as text, slides and media. Creating such a module would, after the initial investment of time, free up my resource and would enable councillors to undertake training at their convenience and as soon as they are elected following by elections or following co-option. Due to current capacity constraints that won't be developed until the new year.</p>
1.07	<p>This item is purposefully on the agenda for the joint meeting with town and community councils so they may contribute to the discussion about their own needs.</p>

2.00	RESOURCE IMPLICATIONS
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2.01	Training provided by myself/the Legal Services Manager is limited by our availability and capacity to devote time in the evening. As stated in the report an e-learning module would represent an up front investment of time but that would be repaid by the increased utility of its subsequent availability at all times for councillors.
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3.00	CONSULTATIONS REQUIRED / CARRIED OUT
3.01	None required

4.00	RISK MANAGEMENT
4.01	Providing training clearly reduces the risk of accidental non-compliance with the code of conduct. Repeating training also serves to reinforce expected standards.

5.00	APPENDICES
5.01	Appendix 1 – collated responses from town and community councils.

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

7.00	GLOSSARY OF TERMS
7.01	None.

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Appendix 1

Councils 1, 2 and 3.

- 1) What ethical training (i.e. training on the code and behaviour) needs you have identified within your training plan under s. Local Government and Elections (Wales) Act 2021.

Please find response in question 3 below.

- 2) Whether/how you have fulfilled those training needs – for example do you provide training yourself, buy training from external providers such as OVW or rely only on the training provided by the monitoring officer.

This Council use One Voice Wales for additional training; during the last year Councillors have attended the following courses: Digital User for Community & Town Councils, Diversity, Chairmanship, Code of Conduct, Finance and New Councillor Induction.

- 3) Whether further training or development is needed on the code/acceptable behaviour. For example, is specific training needed on particular parts of the code such as interests.

1) This Council would be pleased to receive additional training in relation to interests, as some Councillors are unsure if a declaration is prejudicial, in particular, if they are representing a local group / committee – that they belong to on a personal basis but are not the Council's representative on that group / committee.

2) Additional / reflective training in speaking during council meetings.

- 4) Your council's appetite to commission any further training/development jointly with other town & community councils as a means of sharing the costs.

This Council have set aside a £2,000 budget for both Councillors and Clerk training courses and would be pleased to share training costs between other councils.

Council 4.

1. What ethical training (i.e. training on the code and behaviour) needs you have identified within your training plan under s. Local Government and Elections (Wales) Act 2021.

All Councillors receive and sign up to the Councillors' Code of Conduct upon appointment, and are sent a further copy at least annually by way of reminder. This document is also available on our website and upon request from the Clerk.

2. Whether/how you have fulfilled those training needs – for example do you provide training yourself, buy training from external providers such as OVW or rely only on the training provided by the monitoring officer.

Councillors attend training provided by FCC's monitoring officer. Newly appointed Councillors also receive a copy of OVW's PowerPoint induction presentation, and all Councillors have access to SLCC's training programme which the Clerk organises upon request.

3. Whether further training or development is needed on the code/acceptable behaviour. For example, is specific training needed on particular parts of the code such as interests.

Not necessarily. The Clerk is scheduled to attend a training session about interests and can advise Councillors accordingly. The Clerk would also seek advice from the Monitoring Officer and/or other professional sources where necessary.

4. Your council's appetite to commission any further training/development jointly with other town & community councils as a means of sharing the costs.

Not necessarily at this stage. However, any future virtual training organised by FCC Monitoring Officer would be most welcomed.

Council 5.

- 1) What ethical training (i.e. training on the code and behaviour) needs you have identified within your training plan under s. Local Government and Elections (Wales) Act 2021.

The Council has completed code of conduct training that was offered by the County Council, shortly after the 2022 Local Government Elections. New and existing members attended the training. No further ethical training has been identified.

- 2) Whether/how you have fulfilled those training needs – for example do you provide training yourself, buy training from external providers such as OVW or rely only on the training provided by the monitoring officer.

The Council has completed training in house provided by the Clerk e.g. member induction, the County Council e.g. code of conduct, and bought in training from external providers such as One Voice Wales and Planning Aid Wales, based on the needs of the Council and individual Councillors.

- 3) Whether further training or development is needed on the code/acceptable behaviour. For example, is specific training needed on particular parts of the code such as interests.

Members would like some further information on specific training i.e. personal

and prejudicial interests, and member to member behaviour, that may be available through the County Council. Training on these areas would improve the management of meetings.

- 4) Your council's appetite to commission any further training/development jointly with other town & community councils as a means of sharing the costs.

Members would support any training offered jointly with other local councils, provided that the costs were shared equally per council, or per attendee.

Council 6.

- 1) What ethical training (i.e. training on the code and behaviour) needs you have identified within your training plan under s. Local Government and Elections (Wales) Act 2021

Code of Conduct, Civility and Respect, Dignity at Work and Bullying and Harassment policies/review and training are in our Training Plan as training needs together with Data Protection. We have also commissioned a Planning workshop by Planning Aid Wales.

- 2) Whether/how you have fulfilled those training needs – for example do you provide training yourself, buy training from external providers such as OVW or rely only on the training provided by the monitoring officer.

I induct my councillors personally and am supposed to hold (my choice) an annual corporate day for re-induction/training needs.

I also encourage all members, new and old, to attend OVW training modules. The dates are sent out monthly to all councillors asking them to attend the sessions.

- 3) Whether further training or development is needed on the code/acceptable behaviour. For example, is specific training needed on particular parts of the code such as interests.

That Member behaviour/respect towards the Clerk as the Proper Officer should be an area for training as in item (3).

As previously emailed, I think Councillor "behaviour towards the Clerk" is paramount; Councillors need to understand that the Clerk is there to carry out the Council work and not work for individual councillors or be accountable to individual councillors. Members also need to fully understand the role of the Clerk which is what I enforce during induction and corporate days training.

- 4) Your council's appetite to commission any further training/development jointly with other town & community councils as a means of sharing the costs.

I asked the Councillors what training they would like to see provided but nil response.

Council 7.

- 1) What ethical training (i.e. training on the code and behaviour) needs you have identified within your training plan under s. Local Government and Elections (Wales) Act 2021

This Council's Training Plan includes code of conduct training as a standard annual training requirement for all members.

- 2) Whether/how you have fulfilled those training needs – for example do you provide training yourself, buy training from external providers such as OVW or rely only on the training provided by the monitoring officer

This Council ensures members undertake the mandated training provided by the monitoring officer and ensure members also have access to additional OVW code of conduct training. Attendance at the OVW code of conduct training is not mandated. Feedback from previous attendees is that the training provided by OVW is similar in content to that provided by the monitoring officer. This Council also ensures code of conduct related guidance, such as the recent OVW Code of Conduct Practice Note, is shared with members and included for review at Council meetings as appropriate.

- 3) Whether further training or development is needed on the code/acceptable behaviour. For example, is specific training needed on particular parts of the code such as interests.

All aspects of training on the code are very useful and interests is an area which can require specific guidance. Also, a focus and reminder of the general obligations under the Code of Conduct would be appreciated and notably in relation to those obligations to treat others with respect and consideration and not to use bullying or harassing behaviour.

- 4) Your council's appetite to commission any further training/development jointly with other town & community councils as a means of sharing the costs.

I raised this question at the September meeting and members agree we would be interested in undertaking further training or development jointly with other town community councils as a means of sharing costs if such training or development were facilitated by FCC or another provider.

Council 8.

Most of the training provided for Councillors is done through One Voice Wales. Councillors receive a training schedule of courses available from One Voice Wales each month with their agenda for the Town Council meeting. The Clerk's training and qualifications are done through SLCC.

Some Councillors are more willing than others to undertake training even the Code of Conduct training, some Councillors are not interested in attending.

Council 9.

I raised the questions below with Councillors at their meeting. The response was that Council are due to carry out their annual review of their Training Plan in November. Councillors will take the matters raised below into consideration then.

Council 10.

This Council tends to attend training modules covered by One Voice Wales, SLCC and the Monitoring Officer.

This Council is happy to share training needs with other town and community councils as a means of sharing costs.

Council 11.

1. There are Members who sit on other bodies or Village Groups/Committees and then that body may be discussed at a Community Council meeting. A personal interest is declared but when does that become a prejudicial interest? Does it make a difference if they are appointed as a Community Council representative? Even if they are but they have a lot of day to day involvement, does it become prejudicial if the Community Council has been approached for financial support?

2. A member has a close personal relationship with a resident who provides computer support to the Community Council (and another Village Group the Member is involved with) and that member is always suggesting X can sort that. At what point should that Member be considering declaring a personal interest?

3. A Member (this person is no longer a Member) who makes no personal declarations about the private self employed business of their partner but subsequently that person has done work for the Community Council on a project in the village, albeit the work value is below the level to seek quotations.

FLINTSHIRE COUNTY COUNCIL – STANDARDS COMMITTEE – FORWARD WORK PROGRAMME 2024/25

Date of Meeting	Topic	Notes/Decision/Action
June 2025	<ul style="list-style-type: none"> • Training • Election of chair and vice chair • Dispensations • Forward Work Plan 	
April 2025	<ul style="list-style-type: none"> • Training • Dispensations • Overview of Ethical Complaints • Rolling Review of the Officers' Code of Conduct – last reported May 23 • Forward Work Plan 	
March 2025	<ul style="list-style-type: none"> • Rolling Review of Protocol on Member/Officer relations – last reported in June 2024 • Rolling Review of Flintshire Standard • Training • Dispensations • Feedback from Standards Forum • Feedback from ELM • Forward Work Plan 	Assuming that the national work to produce a model LRP has concluded
January 2025	<ul style="list-style-type: none"> • Training • Dispensations • Indemnity Policy for Members • Overview of Ethical Complaints • Planning Code of Practice 	Report by Matt Powell

	<ul style="list-style-type: none"> • Suggested agenda items for Standards Forum • Suggested items for ELM • Forward Work Plan 	
<p>November 2024 Joint meeting with T&CCs</p>	<ul style="list-style-type: none"> • Training • Dispensations • Items raised by Town and Community Councils • Training needs for Town and Community Councils • Outcome of PSOW Investigation Reference 202309367 • Forward Work Plan 	<p>Verbal Report Report by Gareth Owens Report by Gareth Owens</p>
<p>September 2024</p>	<ul style="list-style-type: none"> • Training • Dispensations • Overview of Ethical Complaints • Public Services Ombudsman for Wales Annual Report for the year 2023/24 • Code of Conduct Complaint: Update on Hearing Arrangements • Feedback from Independent Member Visits to Town and Community Councils • Feedback from Independent Member Attendance at Meetings of the County Council • Forward Work Plan 	<p>Report by Gareth Owens Report by Gareth Owens</p> <p>Report by Matt Powell</p>
<p>Reports to be scheduled – National Standards Conference</p>		