



New Frankley in Birmingham Parish Council

Code of Conduct

Introduction and interpretation

- i) It is important that councillors can be held accountable, and all adopt the behaviours and responsibilities associated within their role. Your conduct as an individual councillor affects the reputation of New Frankley in Birmingham Parish Council and all councillors. The role of councillor should be one that people aspire to and individuals from a range of backgrounds and circumstances should be putting themselves forward to become councillors.
- ii) This Code has been designed to protect your democratic role, encourage good conduct and safeguard the public's trust in local government.

Definitions

- iii) This Code applies to councillors (members) or co-opted member of the New Frankley in Birmingham Parish Council. A co-opted member is defined by the Localism Act 2011 section 27(4) as a person who is not a member but who
 - a) is a member of a committee or sub-committee of NFPC; or
 - b) is a member of, and represents the authority on, any joint committee and joint sub-committee of the NFPC.
- iv) and who is entitled to vote on any question that falls to be decided at any meeting of that committee or sub-committee.

General Principles of Councillor Conduct

- v) Everyone in public office at all levels, all who serve the public or deliver public services should uphold the Seven Principles of Public Life, also known as the Nolan Principles.
- vi) Building on these principles, the following general principles have been developed specifically for the role of councillor.
- vii) In accordance with the public trust placed on me, on all occasions:
 - I act with integrity and honesty;

- I act lawfully;
- I treat persons fairly and with respect; and
- I lead by example and act in a way that secures public confidence in the role of councillor.

viii) In undertaking my role:

- I impartially exercise my responsibilities in the interests of the local community;
- I do not improperly seek to confer an advantage, or disadvantage, on any person;
- I avoid any conflicts of interest;
- I exercise reasonable care and diligence.
- I ensure that public resources are used prudently in accordance with my local authority's requirements and in the public interest;
- I will take into account and abide by all other relevant council policies and procedures.

Application of the Code of Conduct

ix) This Code applies to you as soon as you sign your declaration of acceptance of office of councillor or attend your first meeting as a co-opted member and continues to apply to you until you cease to be a councillor or co-opted member.

x) You must comply with this Code whenever:

- you are acting your capacity as a councillor and/or representative of your parish council;
- you are claiming to act as a councillor and/or as a representative of your parish council;
- you are giving the impression, or the circumstances may give rise to the perception that you are acting as a councillor and/or representative of your council;
- you refer publicly to your role as a councillor and/or representative of your council.

xii) This Code applies to all forms of communication and interaction, including:

- at face to face meetings;
- at online or telephone meetings;

- in written communication;
 - in verbal communication;
 - in non-verbal communication; and
 - in electronic and social media communication, posts, statements and comments.
- xiii) You are also expected to uphold the highest standards of conduct and show leadership at all times when acting as a councillor.
- xiv) In the first instance councillors are encouraged to see advice from their Clerk, who may refer matters to the Monitoring Officer at BCC.

The Nolan Principles

- xv) Everyone in public office should uphold the Seven Principles of Public Life. These are:

Selflessness — holders of public office should act solely in terms of public interest.

Honesty and integrity — holders of public office must not place themselves under obligation to people or organisations that might try to influence them in their work. They should not act or make decisions in order to gain financial or material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

Objectivity — holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability — holders of public office should be accountable to the public for their actions and must submit themselves to the scrutiny necessary to ensure this.

Openness — holders of public office should be as open and transparent manner. Information should not be withheld from the public unless it is clear and lawful reasons for doing so.

Honesty — holders of public office should be truthful.

Leadership — holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and

be willing to challenge poor behaviour whenever it occurs.

Standards of Conduct

This section sets out your obligations, which are the minimum standards of conduct required by you as a councillor. Should your conduct fall short of these standards, a complaint may be made against you, which may result in action being taken. Guidance is included to help explain the reasons for the obligations and how they should be followed.

1. Respect

As a councillor:

1.1 I treat other councillors and members of the public with respect.

1.2 I treat local authority employees, employees and representatives of the partner organisations and those volunteering with respect and respect the role they play.

Respect means politeness and courtesy in behaviour, speech and in the written word. Debate and having different views are all part of a healthy democracy. As a councillor, you can express, challenge, criticise and disagree with views, ideas, opinions, and policies in a robust but civil manner. You should not, however, subject individuals, groups of people or organisations to personal attack. As part of this you should not swear or use inappropriate language during any meetings. In your contact with the public, you should treat them politely and courteously. Rude and offensive behaviour lowers the public's expectations and confidence in councillors.

In return, you have the right to expect respectful behaviour from the public. If members of the public are abusive, intimidating or threatening you are entitled to stop any conversation or interaction with that person or online and report them to the local authority, the relevant social media provider or the Police. This also applies to fellow councillors, where action could be taken under the Councillor Code of Conduct.

2. Bullying, harassment, discrimination, and victimisation.

As a councillor:

2.1 I do not bully any person.

2.2 I do not harass any person.

2.3 I promote equalities and not discriminate unlawfully against any person.

2.4 I do not victimise any person.

The Advisory, Conciliation and Arbitration Service (ACAS) characterises bullying as offensive, intimidating, malicious or insulting behaviour, an abuse of power through means that undermine, humiliate, denigrate or injure the recipient. Bullying may be a regular pattern of behaviour or a one-off incident, happen to be face to face, on social media, in emails or during phone calls, in the workplace or at a related social events. Such

behaviour may not always be obvious or noticed by others.

The Protection from Harassment Act 1997 defines harassment as conduct that causes alarm or distress or puts people in fear of violence and must involve such conduct on at least two occasions. It can include repeated attempts to impose unwanted communications and contact upon a person in a manner that could be expected to cause distress or fear in any reasonable person.

Unlawful discrimination is where someone is treated unfairly because of a protected characteristic. Protected characteristics are specific aspects of a person's identity defined by the Equality Act 2010. They are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

The Equality Act 2010 places specific duties on local authorities. Councillors have a central role to play in ensuring that equality issues are integral to the Parish Council's performance and strategic aims, and that there is strong vision and public commitment to equality across public services.

3. Impartiality of Officers of the Council

As a councillor:

3.1 I do not compromise, attempt to compromise, the impartiality of anyone who works for, or on behalf of, New Frankley in Birmingham Parish Council.

Members must be politically neutral. They should not be coerced or persuaded to act in a way that would undermine their neutrality.

4. Confidentiality and access to information:

As a councillor:

4.1 I do not disclose information:

- a. given to me in confidence by anyone;**
- b. acquired by me which I believe, ought reasonably to be aware, is of a confidential nature, unless:**
 - i) I have received the consent of a person authorised to give it;**
 - ii) I am required by law to do so;**
 - iii) the disclose is made to a third party for the purpose of obtaining professional legal advice provided that the third party agrees not to disclose the information to any other persons; or**
 - iv) The disclosure is:**

- 1) reasonable and in the public interest; and
- 2) made in good faith and in compliance with the Monitoring officer prior to its release.

4.2 I do not improperly use knowledge gained solely as a result of my councillor for the advancement of myself, my friends, my family members, my employer or my business interests.

4.3 I do not prevent anyone from getting information that they are entitled to by law.

Parish Councils must work openly and transparently, and their proceedings and printed materials are open to public, except in certain legally defined circumstances. You should work on this basis but there may be times when it is required by law that discussions, documents, and other information relating to or held by the Parish Council must be treated in a confidential manner. Examples include personal data relating to individuals or information relating to ongoing negotiations.

5. Disrepute

As a Councillor:

5.1 I do not bring my role or Parish Council into disrepute.

As a Councillor, you are trusted to make decisions on behalf of your community and your actions and your behaviours are treated to greater scrutiny than that of ordinary members of the public. You should be aware that your actions may have an adverse impact on you, other councillors and/or your Parish Council and may lower public's confidence in you and your Parish Council's ability to discharge your or its functions. For example, behaviour that is considered dishonest and/or deceitful can bring your Parish Council into disrepute.

You are able to hold the Parish Council and fellow Councillors to account and are able to challenge constructively and express concern about decisions and processes undertaken by the council whilst continuing to adhere to other aspects of this Code of Conduct.

6. Use of position

As a Councillor:

6.1 I do not use, or attempt to use, my position improperly to the advantage or disadvantage of myself or anyone else.

Your position as a member of the Parish Council provides you with certain opportunities, responsibilities and privileges, and you make choices all the time that will impact others. However, you should not take advantage of these opportunities to further your own or other's private interests or to disadvantage anyone unfairly.

7. Use of Parish Council resources and facilities

As a Councillor:

7.1I do not misuse council resources;

7.2I will, when using the resources of the Parish Council or authorising their use by others;

- a. **act in accordance with the Parish Council's requirements; and**
- b. **ensure that such resources are not used for political purposes unless that use could reasonably be regarded as likely to facilitate or be conclusive to, the discharge of the functions of the Parish Council or of the office to which I have been elected or appointed.**

You may be provided with resources and facilities by the Parish Council to assist you in carrying out your duties as a councillor.

Examples include:

- *office support*
- *stationary*
- *equipment such as phones and computers*
- *transport*
- *access and use of local authority buildings and rooms.*

These are given to you to help you carry out your role as a councillor more effectively and are not to be used for business or personal gain. They should be used in accordance with the purpose for which they have been provided and the Parish Council's own policies regarding their use.

8. Complying with the Code of Conduct

As a Councillor:

8.1I undertake Code of Conduct training provided by the local authority;

8.2 I co-operate with any Code of Conduct investigation and/or determination;

8.3 I do not intimidate or attempt to intimidate any person who is likely to be involved with the administration of any investigation or proceedings;

8.4 I comply with any such sanction imposed on me following a finding that I have breached the Code of Conduct.

It is extremely important for you as a councillor to demonstrate high standards, for you to have your actions open to scrutiny and for you not to undermine public trust in the Parish Council or its governance. If you do not understand or are concerned about the Parish Council's processes in handling a complaint you should raise this with your Monitoring Officer.

Protecting your reputation and the reputation of the Parish Council

9. Interests

As a Councillor:

9.1I register and disclose my interests.

Section 29 of the Localism Act 2011 requires the Monitoring Officer to establish and maintain a register of interests of members of the Parish Council.

You need to register your interests so that the public, local authority and fellow councillors know which of your interests must give rise to a conflict of interest. The register is a public document that can be consulted when (or before) an issue arises. The register also protects you by allowing you to demonstrate openness and a willingness to be held accountable. You are personally responsible for deciding whether or not you should disclose an interest in a meeting, but it can be helpful for you to know early on if others think that a potential conflict might arise. It is also important that the public know about any interest that might have to be disclosed by you or other councillors when making or taking part in decisions, so that decision making is seen by the public as open and honest. This helps to ensure that public confidence in the integrity of local government.

You should note that failure to register or disclose a disclosable pecuniary interest as set in Table 1, is a criminal offence under the Localism Act 2011.

Appendix B sets out the detailed provisions on registering and disclosing interests. If in doubt, you should always seek advice from your Monitoring Officer.

10. Gifts & hospitality

As a Councillor:

10.1 I do not accept gifts or hospitality, irrespective of estimated value, which could not give rise to real or substantive personal gain or a reasonable suspicion of influence on my part to show favour from persons seeking to acquire, develop or do business with the local authority or from persons who may apply to the Parish Council for any permission, licence or to her significant advantage;

10.2 I register with the Monitoring Officer any gift or hospitality with an estimated value of at least £50 within 28 days of its receipt.

In order to protect your position and the reputation of the Parish Council, you should exercise caution in accepting any gifts or hospitality which are (or which you reasonably believe to be) offered to you because you are councillor. The presumption should always be not to accept significant gifts or hospitality. However, there may be times when such a refusal may be difficult as it is seen as rudeness in which case you could accept it but must ensure it is publicly registered. However, you do not need to register gifts and hospitality which are not related to your role as a councillor, such as Christmas gifts from your friends and family. It is also important to note that it is appropriate to accept normal expenses and hospitality associated with your duties as a councillor. If you are unsure, do contact your Monitoring Officer for guidance.

Conduct at Meetings of the Council

- i. Councillors are expected to treat each other with respect and abide by the Code of Conduct when attending meetings of the council.
- ii. The Chair may, as she/he sees fit, direct a Councillor to discontinue his/her speech.
- iii. If there is more general disorder, the Chair may direct a Councillor causing such disorder to retire from the meeting.

APPENDIX TO CODE

Registering Interests

Within 28 days of becoming a member or your re-election or re-appointment to office you must register with the Monitoring Officer the interests which fall within the categories set out in Table 1 (Disclosure of Pecuniary Interests) which are described in “The Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012”. You should also register details of your other personal interests which fall within the categories set out in Table 2 (Other Registerable Interests).

“Disclosable pecuniary interests” means an interest of yourself, or of your partner if you are aware of your partner’s interest, within the descriptions set out in Table 1 below.

“Partner” means a spouse or civil partner, or a person with whom you are living as husband or wife, or a person with whom you are living as if you are civil partners.

1. You must ensure that your register of interests is kept up-to-date and within 28 days of becoming aware of any new interest, or any change to a registered interest, notify the Monitoring Officer.
2. A ‘sensitive interest’ is an interest which, if disclosed, could lead to the councillor, or a person connected with the councillor, being subject to violence or intimidation.
3. Where you have a ‘sensitive interest’ you must notify the Monitoring Officer with the reasons why you believe it is a sensitive interest. If the Monitoring Officer agrees they will withhold the interest from the public register.

Non-participation in case of disclosable pecuniary interest

4. Where the matter arises at a meeting which directly relates to one of your Disclosure Pecuniary interests as set out in **Table 1**, you must disclose the interest, not participate in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation. If it is a ‘sensitive interest’, you do not have to disclose the nature of the interest, just that you have an interest. Dispensation may be granted in limited circumstances, to enable you to participate and vote on a matter in which you have a disclosable pecuniary interest.

Disclosure of Other Registerable Interests

5. Where a matter arises at a meeting which **directly relates** to financial interest or well-being of one of your Other Registerable Interests (as set out in Table2), you must disclose the interest. You may speak on the matter only if members of the public are also allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation. If it is a 'sensitive interest' you do not have to disclose the nature of the interest.

Disclosure of Non-Registerable Interests

6. Where a matter arises at a meeting which **directly relates** to your financial interest or well-being (and is not a Disclosure Pecuniary Interest as set out in Table 1) or as financial interest or well-being of a relative or close associate, you must disclose the interest. You may speak on the matter only if members of the public are also allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation. If it is a 'sensitive interest', you do not have to disclose the nature of the interest.

7. Where a matter arises at a meeting which **affects** –

- a) your own financial interest or well-being;
- b) a financial interest or well-being of a friend, relative, close associate; or
- c) a financial interest or well-being of a body included under Other Registerable Interests as set out in Table 2

you must disclose the interest. In order to determine whether you can remain in the meeting after disclosing your interest the following test should be applied.

8. Where a matter (referred to in paragraph 8 above) affects financial interest or well-being:

- d) to a greater than it affects the financial interests of the majority of inhabitants of the ward affected by the decision; and
- e) a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest.

You may speak on the matter only if members of the public are also allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation.

If it is a 'sensitive interest', you do not have to disclose the nature of the interest.

Table 1: Disclosable Pecuniary Interests

This table sets out the explanation of Disclosable Pecuniary Interests as set out in the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012.

Subject	Description
Employment, office, trade, profession or vocation	Any employment, office, trade, profession or vocation carried on for profit or gain.
Sponsorship	<p>Any payment or provision of any other financial benefit (other than from the council) made to the councillor during the previous 12 month period for expenses incurred by him/her in carrying out his/her duties as a councillor, or towards his/her election expenses.</p> <p>This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.</p>
Contracts	<p>Any contract made between the councillor or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/civil partners (or a firm in which such person is a partner, or an incorporated body of which such person is a director* or a body that such person has a beneficial interest in the securities of*) and the council-</p> <p>(a) under which goods or services are to be provided or works are to be executed; and</p> <p>(b) which are not fully discharged.</p>
Land and Property	<p>Any beneficial interest in land which is within the area of the council.</p> <p>'Land' excludes an easement, servitude, interest or right in or over land which does not give the councillor or his/her spouse or civil partner or the person with whom the</p>

	councillor is living as if they were spouse or civil partner (alone or jointly with another) a right to occupy or receive income.
Licenses	Any licence (alone or jointly with others) to occupy land in the area of the council for a month or longer.
Corporate tenancies	Any tenancy where (to the councillor's knowledge)- (a) the landlord is the council; and (b) the tenant is a body that the councillor, or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/civil partner is a partner of or a director* of or has a beneficial interest in the securities* of.
Securities	Any beneficial interest in securities* of a body where- (a) that body (to the councillor's knowledge) has a place of business or land in the area of the council; and (b) either- (i) the total nominal value of the securities* exceeds £25,000 or one hundredth of the total issued share capital of that body; or (ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the councillor, or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/civil partners has a beneficial interest exceeds one hundredth of the total issued share capital of that class.

'director' includes a member of the committee of management of an industrial and provident society.

* 'securities' means shares, debenture stock, loan stock, bonds, units of a collective investment scheme within the meaning of the Financial Services and Markets Act 2000 and other securities of any description, other than money deposited with a building society.

Table 2: Other Registerable Interests

You must register as an Other Registerable Interest:

- a) Any unpaid directorships
- b) Any body of which you are in general control or management and to which you are nominated or appointed by your authority;
- c) Anybody
 - i. Exercising functions of a public nature
 - ii. Directed to charitable purposes or
 - iii. One of whose principal purposes included the influence of public opinion or policy (including any political party or trade union)

of which you are a member or in a position of general control or management.