

PERSONNEL COMMITTEE
11 April 2019

Minute Extract

45/18 Inclusion of Ethics Statement to the Employee Code of Conduct

The Committee considered a report of the Director of HR and OD, the report outlined the purpose of the Ethics Statement which was to provide guidance for Council colleagues on the ethical framework within which the Council seeks to conduct its activities. The Head of HR attended the meeting to present this report.

Councillors noted the purpose of the statement and that in June 2018, the Council's Internal Audit Service (Central Midlands Audit Partnership) undertook a review of the Council's risk and ethical framework. The purpose of the review was to highlight key areas for improvement; in particular ensuring ethical behavior is understood, promoted and encouraged across the Council

Councillors were informed that the report identified a number of policy documents that are in place with an ethics related theme, but also highlighted that the Council does not have a separate overarching Ethics Policy document that consolidates and provides a complete and clear message on the high ethical standards expected from all colleagues, councillors and stakeholders.

Officers confirmed that the Ethics statement would only be included in the Employee Code of Conduct. It was noted that Councillors have their own specific Code of Conduct. The Committee resolved to approve the changes to the Employee Code of Conduct to include the Ethics Statement.

Resolved

- 1. To approve the changes to the Employee Code of Conduct, to include the Ethics Statement.**
- 2. To note that the Code of Conduct is part of the Council's Constitution.**
- 3. To recommend Council to include the Ethics Statement in the Code of Conduct in the Council's Constitution.**
- 4. To note that a Council wide communications strategy will be undertaken to raise awareness of the Council's Ethics Statement**
- 5. To commit to a review of the Ethics Statement**