

CYNGOR SIR YNYS MON / ISLE OF ANGLESEY COUNTY COUNCIL

COMMITTEE:	Standards Committee Selection Panel
DATE:	11 April 2019
REPORT TITLE:	Recruitment of four new independent members to the Standards Committee
PURPOSE OF THE REPORT:	To agree the requirements of the person specification and application form
REPORT BY:	Head of Function (Council Business) / Monitoring Officer
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1. BACKGROUND

- 1.1 The Standards Committee Selection Panel is required to decide the criteria for the four new independent members to be appointed to the County Council's Standards Committee.
- 1.2 Following the advertising process, the Selection Panel will score the applications received against the criteria, after which it will interview the short listed candidates and make any recommendations for appointment to the County Council. The appointments will be confirmed by the County Council.

2. LEGISLATIVE REQUIREMENTS

- 2.1 The statutory minimum for the role of an independent member of the Standards Committee is set out in **Enclosure 1** of this report
- 2.2 Any applicant **MUST** be able to satisfy these requirements in order to be considered

3. ANY ADDITIONAL REQUIREMENTS

- 3.1 Additional requirements (also called local choice criteria) may also be applied. These may include skills or attributes that are considered advantageous, ensuring the best and most suitable candidates are appointed.
- 3.2 Examples of local choice criteria are included in **Enclosure 2** to this report.

4. CRITERIA FOR A RECRUITMENT PROCESS IN 2017

- 4.1 **Enclosure 3** to this report details the criteria set down in the 2017 recruitment process to fill a casual vacancy on the Standards Committee.

4.2 Few applications were received in 2017. The Panel is asked to consider whether the requirements were too onerous and a deterrent to applicants.

5. CURRENT STANDARDS COMMITTEE MEMBERS' INPUT ON THE REQUIRED CRITERIA

5.1 The current members on the Standards Committee were asked for their input in selecting independent members for the Standards Committee from December 2019. One member provided feedback and that is included in **Enclosure 4** to this report.

6. RECOMMENDATION

6.1 The Panel to agree what local choice criteria it wishes to include (if any) in addition to the legislative requirements for the recruitment of the four new independent members to the Standards Committee.

Legislative Criteria: The Minimum Requirements-

- A person cannot be an independent member if s/he is, in relation to:
 - the Isle of Anglesey County Council
 - a current or former county councillor
 - a current or former employee
 - the spouse/partner of:
 - a councillor
 - an employee
 - any other county council, county borough council, national park authority or fire and rescue authority
 - a current councillor
 - a current employee
 - the spouse/partner of:
 - a councillor
 - an employee
 - if the applicant ceased to be a councillor or employee more than 12 months ago [starting on the date the applicant ceased to be a councillor/employee], s/he may apply
 - any community council
 - a current councillor
 - a current employee
 - the spouse/partner of:
 - a councillor
 - an employee
- Is not precluded from holding office under section 80 of the Local Government Act 1972:
 - Subject to an undischarged bankruptcy order;
 - With a criminal conviction within the last 5 years where a sentence of imprisonment was passed (whether suspended or not) for a period of not less than three months
- Is not disqualified from being a member of a council under Part III of the Representation of the People Act 1983

Local Choice Criteria / Skills which may be considered advantageous:

Examples include -

- Can demonstrate the following qualities and skills:
 - Listening skills
 - Ability to understand and weigh up evidence
 - Independence of mind
 - Impartiality
 - Ability to come to an objective view and explain that view by reference to the evidence
 - Team working skills
 - Respect for others and an understanding of diversity issues
 - Discretion
 - Personal integrity
 - Does not actively participate in local or national politics

- A detailed knowledge of local government is not necessary although may be an advantage if potential candidates were interested in matters relating to public life and services.

- Independent members should be:
 - Well respected in the community
 - Able to meet the time commitments involved
 - Able to use an i-pad and access emails
 - Able to provide two references

Criteria for a recruitment process in 2017**General:**

- have no connection with the County Council, or any town/community council, or local politics;
- are eligible to be included on the register of electors in Anglesey;
- can demonstrate a high level of personal independence and integrity;
- who have some experience relevant to the work of the Standards Committee;
- are actively involved in making a positive contribution to their community.

Automatic Disqualification:**Statutory regulations automatically disqualify any applicant who is:**

- a current or former county councillor of the Isle of Anglesey County Council
- a councillor of any other county council, county borough council, national park authority or fire and rescue authority
- a councillor of any community council
- a current or former employee of the Isle of Anglesey County Council
- an employee of any other county council, county borough council, national park authority or fire and rescue authority
- an employee of any community council
- the spouse/partner of a councillor or employee of any other county council, county borough council, national park authority or fire and rescue authority
- the spouse/partner of a councillor or employee of any community council
- a former councillor of any county council, county borough council, national park authority and/or fire and rescue service within the last 12 months. If the applicant ceased to be a member more than 12 months ago [starting on the date the applicant ceased to be a member of the relevant authority], then she/he may apply.
- precluded from holding office under Section 80 of the Local Government Act 1972.
- not eligible to be registered as an elector on the Isle of Anglesey
- a member of any committee, sub-committee, joint committee or panel connected to the Isle of Anglesey County Council

Discretionary Disqualification (as included in the 2017 Application Form)

- Please give details of anyone with whom you are closely associated or related (e.g. close friend, spouse/partner, son/daughter, parent, brother/sister or other close relative) who is currently or was formerly a councillor or employee of either the Isle of Anglesey County Council or an Anglesey town or community council. **If you have no such connection then please say so.**
- Please give details of the type and amount of any commercial/business dealings you have transacted with the Isle of Anglesey County Council over the last 4 years. Please provide this information as to whether or not those business dealings were in your capacity as an individual or as a director of a company. **If you have not transacted any business with the County Council over the last 4 years then please say so.**
- If you rely upon a commercial / business relationship with the Isle of Anglesey County Council for any part of your income then please give details. **If there is no such reliance then please say so.**
- Please give details of any other connection with the Isle of Anglesey County Council, its councillors or employees however remote or insignificant. (Please

disregard the fact that you may be the recipient of any service provided by the Council to all or many other members of the public). **If you have no such connection then please say so.**

- The independent members of the Standards Committee must be able to demonstrate political neutrality. Certain activities may disqualify.

ENCLOSURE 4

I believe that the first step should be to agree on the requisite competencies for the role. Once this is done, the questions can be planned based on those competencies. Here are examples of the competencies that can, in my opinion, be included:

Communication – this could include asking fair and relevant questions, listening to and analysing answers before forming and asking further questions where appropriate
Working within guidelines, rules and legislation relevant to your role
Encourage, support and assist others to conform with rules such as the code of conduct
Analysing and evaluating complex information and evidence
Making balanced, evidence based decisions and forming and noting your rationale clearly
Influencing others
The ability to give and to receive constructive feedback and to learn from others
To offer improvements based on your analysis of information
Work collaboratively and the ability to discuss matters rationally and constructively and contribute to collective decisions
Receive and consider professional advice and opinion (e.g. from an officer or legal advisor)
The ability to remain calm and professional in challenging situations
Help to resolve conflict between individuals or parties
Agree on appropriate and proportionate sanctions
Respect confidentiality
Commitment to the remaining Nolan Principles