



Borough of Telford and Wrekin

Governance Committee

Friday 31 October 2025

4.00 pm

**Council Chamber, Third Floor,
Southwater One, Telford, TF3 4JG**

Democratic Services: **Lorna Gordon / Millie Wallace** **01952 384978 / 381542**

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Committee Members: **Councillors** **L Lewis** **(Chair),** **N Page** **(Vice-Chair),**
 C Chikandamina, **S Davies,** **S J Reynolds,** **W L Tomlinson,**
 R Tyrrell and O Vickers

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	To receive the Committee on Standards in Public Life Annual Report 2024/2025.	
5.0	Governance Update from LGA Peer Reviews Conducted Nationally	Verbal Report
	To receive a verbal update on the governance learning from LGA Peer Reviews conducted nationally.	

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Telford & Wrekin
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GOVERNANCE COMMITTEE

**Minutes of a meeting of the Governance Committee held on Wednesday
8 October 2025 at 6.00 pm in the Council Chamber, Third Floor,
Southwater One, Telford, TF3 4JG**

Present: Councillors L Lewis (Chair), N Page (Vice-Chair), S J Reynolds, W L Tomlinson, R Tyrrell and O Vickers

In Attendance: L Gordon (Member Support Officer), R Phillips (Registrars, Public Protection, Legal & Democracy Service Delivery Manager) and M Wallace (Member Support Officer)

GOV30 Apologies for Absence

Councillor C Chikandamina and S Davies

GOV31 Declarations of Interest

None.

GOV32 Minutes of the Previous Meeting

RESOLVED – that the minutes of the previous meeting held on 15 July 2025 be confirmed as a correct record and signed by the Chair.

GOV33 Member Learning & Development Programme 2027-2031 Update

The Mayor & Member Support Officer presented the report outlining the proposed direction for the next phase of the Member Development Strategy, which would build on the successes of the current 2023–2027 programme. It was noted that the Governance Committee now held formal oversight of Member training and development, and that Member input would be essential in shaping a programme that remained both effective and responsive to Members' evolving needs.

The report proposed retaining the current structure of the development programme while introducing a number of enhancements. One of the key changes involved the expansion of the two-day registration events held for newly elected Members. It was proposed that these sessions would now include mandatory Code of Conduct training to ensure compliance with legal requirements. Members heard that these sessions were also to incorporate key administrative tasks such as the signing of declarations of office,



completion of DBS checks, collection of ICT equipment, and corporate photography.

The Mayor & Member Support Officer informed the Committee that there were proposals to streamline the induction process to provide a more targeted approach. This would be particularly key for Members appointed to decision-making committees such as Licensing, Audit, and Planning. These Members would receive mandatory training at an earlier stage to ensure they were fully prepared to undertake their responsibilities.

Following the positive feedback from the 2023 Directorates' Fayre, Members were advised that this event was to be repeated for newly elected Members following the 2027 elections. The Fayre provided an opportunity for Members to meet with Directors and Officers from across the Council's service areas, helping them to gain a broader understanding of the organisation's operations and strategic priorities.

In response to Member feedback regarding accessibility, the report also outlined plans to improve digital access to training. Officers were working to upload recorded training sessions to the Councillor Connect portal and to develop interactive e-learning modules via the Ollie, the Council's e-learning platform. These improvements were being prioritised for an early rollout, so Members could begin to benefit from them ahead of the formal launch of the 2027–2031 programme.

To support the development and refinement of the new strategy, the report recommended the establishment of a working group made up of Members from the Governance Committee. The group would meet virtually to review the current programme, identify strengths and areas for improvement, and bring forward recommendations for future delivery. Whilst officers could undertake this review independently, it was emphasised that Member involvement would help ensure the strategy remained relevant, representative, and aligned with Members' development needs.

Members expressed their appreciation to officers for their work on the learning & development programme and shared positive feedback. The importance of the Directorate Fayre was highlighted, particularly as a valuable opportunity for Members to network with officers from across the Council. The Committee requested that a document containing the contact details for each directorate and service area operated by the Council be included in induction materials so that it could be kept for future reference.

There was strong support for the introduction of online training sessions. Members suggested incorporating a short quiz at the end of each session to help reinforce learning and ensure understanding of the training materials. Additionally, a request was made to ensure that session timings are inclusive,



with a preference for evening sessions to accommodate members who work full-time.

RESOLVED – that:

- a) the proposals outlined in the report be noted and;
- b) the creation of a working group to review the Member Learning & Development Programme and make recommendations based upon their be agreed.

GOV34 National Cases Update

The Committee received an overview of recent national cases of interest. Members were informed of an incident involving a Councillor from Exeter City Council who attended a protest while wearing their Council lanyard. The Service Delivery Manager: Registrars, Public Protection, Legal & Democracy advised Members that at the time of the meeting, there had been no indication that a standards complaint has been submitted or that further action has been taken.

Members were also made aware of a media report concerning Sheffield City Council, where a Councillor admitted to anonymously posting comments in support of the Council's local plan. The Council issued a public apology, and the individual was subsequently had the whip removed by their political party. Although this matter has not been formally reported as a standards complaint, it may be raised in future.

Members noted the update.

The meeting ended at 6.28 pm

Chairman: _____

Date: Friday 31 October 2025

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Borough of Telford and Wrekin

Governance Committee

Friday, 31 November 2025

Committee on Standards in Public Life Annual Report 2024/25

Cabinet Member:	Cllr Zona Hannington - Cabinet Member: Finance, Governance & Customer Services
Lead Director:	Anthea Lowe - Director: Policy & Governance
Service Area:	Policy & Governance
Report Author:	Lorna Gordon – Mayor & Member Support Officer
Officer Contact Details:	Tel: 01952 384978 Email: lorna.gordon@telford.gov.uk
Wards Affected:	All Wards
Key Decision:	Not Key Decision
Forward Plan:	Not Applicable
Report considered by:	Governance Committee – 31 October 2025

1.0 Recommendations for decision/noting:

Governance Committee is recommended to:

- 1.1 consider, and if applicable, comment on the Annual Report of the Committee on Standards in Public Life included in **Appendix A**.

2.0 Purpose of Report

- 2.1 For the Committee to receive the Annual Report of the Committee on Standards in Public Life.

3.0 Background

- 3.1 In June 2025, the Committee on Standards in Public Life published its annual report for 2024/2025.

- 3.2 The Committee on Standards in Public Life (CSPL) is an independent advisory non-departmental public body. The Committee advises the Prime Minister on ethical standards across the whole of public life in the UK. It monitors and reports on issues relating to the standards of conduct of all public office holders.
- 3.3 The Governance Committee has a duty to promote and maintain high standards of conduct by Members and co-opted members of the Council. Furthermore, it is advisable for the Committee to be kept informed of any issues arising out of the Annual Report from the Committee on Standards in Public Life as they may also add to learning at a local level.

4.0 Summary of main proposals

- 4.1 Governance Committee is asked to note the Annual Report of the Committee for Standards in Public Life. By noting the work of the Committee on Standards in Public Life, Members will be better informed to discharge their duty to promote high ethical standards.

5.0 Alternative Options

- 5.1 There are no alternative options.

6.0 Key Risks

- 6.1 There are no key risks associated with this report.

7.0 Council Priorities

- 7.1 A community-focused, innovative council providing efficient and quality services.

8.0 Financial Implications

- 8.1 There are no financial implications arising from this report.

9.0 Legal and HR Implications

- 9.1 There are no legal and HR implications arising from this report.

10.0 Ward Implications

- 10.1 There are no specific ward implication arising from this report.

11.0 Health, Social and Economic Implications

- 11.1 There are no health, social and economic implications arising from this report.

12.0 Equality and Diversity Implications

- 12.1 There are no equality and diversity implications arising from this report.

13.0 Climate Change, Biodiversity and Environmental Implications

13.1 There are no climate change, biodiversity and environmental implications arising from this report.

14.0 Background Papers

None.

15.0 Appendices

A Committee on Standards in Public Life Annual Report 2024 – 2025

16.0 Report Sign Off

Signed off by	Date sent	Date signed off	Initials
Legal	22/10/2025	22/10/2025	RP

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**Committee on
Standards
in Public Life**

**Annual Report
2024 – 2025**

Honesty | Objectivity | Openness | Selflessness | Integrity | Accountability | Leadership

THE SEVEN PRINCIPLES OF PUBLIC LIFE

The Seven Principles of Public Life apply to anyone who works as a public office holder. This includes all those who are elected or appointed to public office, nationally or locally, and all people appointed to work in the public sector. The Principles also apply to all those in the private sector delivering public services.

HONESTY

Holders of public office should be truthful.

OBJECTIVITY

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

OPENNESS

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

SELFLESSNESS

Holders of public office should act solely in terms of the public interest.

INTEGRITY

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

ACCOUNTABILITY

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

LEADERSHIP

Holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.

The Seven Principles were established in the Committee's First Report in 1995; some of the accompanying descriptors were revised following a review in the 14th Report, Standards Matter, published January 2013, and in the 23rd Report, Upholding Standards in Public Life, published November 2021.

FOREWORD BY THE CHAIR

I am pleased to present the Committee on Standards in Public Life's Annual Report for 2024/25, a year that marked the 30th anniversary of Lord Nolan's Principles of Public Life - Integrity, Objectivity, Accountability, Selflessness, Openness, Honesty, and Leadership.

These common values are the bedrock of standards and ethics for everyone in the public sector – outlining the conduct expected of Ministers, civil servants, MPs and local government councillors as well as police officers, nurses and companies delivering public services. But the work of maintaining these high standards is never done; it requires constant vigilance. Lord Nolan was clear that codes of conduct and independent scrutiny - now well established - must also be supported by education and guidance.

To mark the 30th anniversary, the Committee carried out a range of activities aimed at embedding the Principles more deeply in public sector culture, including the development of ethical case studies to prompt discussion of public sector values. We have been testing these with schools, university students and public sector officials and will be making them available shortly as a public resource.

In March, we published our major report on 'Recognising and Responding to Early Warning Signs in Public Sector Bodies', a piece of work prompted by the themes arising from several major public inquiries including Grenfell, Infected Blood, the Horizon IT and others. Common organisational failings were clear for all to see - concerns raised by staff or the public but not acted upon, defensive cultures, and missed opportunities to prevent harm. Our report provides public sector bodies with 20 points of reflection to help them put in place the processes needed to recognise early signs of failure and build a cultural willingness to address problems and learn from them. We want to help achieve better outcomes for the public by mitigating the risk of harm, saving taxpayer's money and leading to the more effective delivery of public services. We have been pleased by the positive response to this work, including extensive engagement with departments, public bodies and a letter of recognition from the Prime Minister. We will continue to promote this work throughout the year ahead.

Beyond this, the Committee has monitored developments and contributed on a number of standards issues including responding to a range of government consultations and hosting roundtables on local government standards and artificial intelligence. We have also continued to make the case for strengthening the regulation of election finance and welcome the government's intention to act on some of the Committee's 2021 recommendations in this area. I would like to thank all those who have contributed to our work this year, either by giving evidence to us, meeting with us or taking part in a roundtable – your input and expertise is invaluable.

The Committee has also taken part in discussions about the future shape of UK standards regulation, including meeting with ministers and officials, and through events hosted by the Institute for Government and others. We await with interest developments around the government's proposed Ethics and Integrity Commission and a statutory Duty of Candour. It is important to reflect on how the landscape has changed - and what needs to endure - to uphold high standards in the context of major societal changes.

I am deeply grateful to our members for their knowledge and experience and contributions, and to our small secretariat for their support. I would also like to thank Baroness (Simone) Finn for her valuable contributions to the Committee's work and welcome Councillor Ruth Dombey OBE who joined the Committee this year.

It is notable – looking back over its 30-year history - that many of the structures supporting today's ethical framework in public life stem from this Committee's recommendations. We remain committed to carrying that legacy forward - through independent, evidence-based work and continuing to promote a culture of integrity in public life.

A handwritten signature in black ink, appearing to be 'Doug Chalmers', with a stylized flourish at the end.

Doug Chalmers, CB DSO OBE
Chair

THE COMMITTEE'S REMIT

The Committee is an independent, advisory non-departmental public body sponsored by the Cabinet Office, which advises the Prime Minister on arrangements for upholding ethical standards across the whole of public life in England. The Committee does that by undertaking independent reviews and producing evidence-based reports.

The Committee was established as a standing committee in October 1994, by the then Prime Minister, The Rt Hon Sir John Major KG CH, with the following terms of reference:

“To examine current concerns about standards of conduct of all holders of public office, including arrangements relating to financial and commercial activities, and make recommendations as to any changes in present arrangements which might be required to ensure the highest standards of propriety in public life.”

The remit of the Committee excludes investigation of allegations of misconduct. We are not a regulator and cannot investigate individual complaints.

On 12 November 1997, the terms of reference were extended by the then Prime Minister:

“To review issues in relation to the funding of political parties, and to make recommendations as to any changes in present arrangements.”

The terms of reference were clarified following the Triennial Review of the Committee in 2013.

The then Minister for the Cabinet Office confirmed that the Committee “should not inquire into matters relating to the devolved legislatures and governments except with the agreement of those bodies”, and that “the government understands the Committee’s remit to examine “standards of conduct of all holders of public office” as encompassing all those involved in the delivery of public services, not solely those appointed or elected to public office.”

THE COMMITTEE'S ROLE AND HOW IT GOES ABOUT ITS WORK

The Committee advises the Prime Minister on ethical standards across public life. We conduct broad inquiries, collecting evidence to assess institutions, policies and practices and make recommendations to the Prime Minister where appropriate. We identify areas of concern and undertake impartial, evidence-based reviews, making recommendations to uphold and drive improvement in standards in public life based on evidence received. Our independence from both government and Parliament is key.

The Committee may decide to conduct inquiries into areas of current concern about standards in public life; revisit areas to see if and how our recommendations have been put into effect; and can also look ahead to emerging issues relating to public standards. We promote the Principles of Public Life, which outline the ethical standards those working in the public sector are expected to adhere to. The Principles apply to all public office holders and to private and voluntary organisations where they are delivering services paid for by public funds.

The Committee is committed to building a strong evidence-base for our reviews and to working with others to ensure that high ethical standards are met and that the Principles of Public Life are understood and embedded across public life.

We make informed contributions to public debates about ethical standards, including through submissions to public consultations and participating in seminars and discussion events. We monitor emerging ethical risks and engage with a wide range of partners on the ethical standards agenda.

The Committee is not a regulator and we have no statutory powers and no remit to investigate individual cases. Our effectiveness depends on our independence, impartiality, and our ability to make powerful arguments for change, which in turn is based on conducting well researched reviews, with a strong evidence base, after wide-ranging consultation. Where possible, we aim to follow-up our reviews with the relevant stakeholders to ensure that our recommendations stand the strongest possible chance of being implemented.

Under its remit since 2013, the Committee cannot inquire into matters relating to devolved legislatures and governments except with their agreement. When the subject of the Committee's reviews impact on reserved areas however, the Committee seeks the views of the devolved administrations as appropriate.

We are part of a complex landscape. There is a wide range of different regulatory bodies involved in investigating, promoting and maintaining standards, based on the Nolan Principles - some of which came about as a result of the Committee's recommendations over the past almost 30 years.

You can learn more about how we carry out our work in videos published on Youtube and our website.¹

¹ <https://www.youtube.com/watch?v=1QX1AcgRURs>

CORE WORK PROGRAMME 2024-2025

Recognising and Responding to Early Warning Signs in Public Sector Bodies

On 25 March 2025, the Committee published *Recognising and Responding to Early Warning Signs in Public Sector Bodies*, the outcome of our year-long review on how public sector bodies can get better at uncovering and addressing problems within an organisation, before they escalate into a crisis.²

Recent reports of public inquiries and other independent reviews have revealed common themes. These include a failure to listen to and act on concerns raised by employees and/or the public, a failure to learn lessons from past mistakes or similar incidents and a failure to identify and share emerging themes that might have alerted the organisation to a developing risk. There is often a failure of the board to have effective oversight of issues and concerns. A common characteristic of bodies responsible for a major failure is an overly defensive organisational culture.

The purpose of the report is to support public sector bodies to put in place the processes needed to recognise the early warning signs of emerging problems and to facilitate a culture where speaking up about concerns and learning from mistakes are seen as a personal duty and are valued by everyone in the organisation. Our aspiration is better outcomes for the public by mitigating the risk of harm, saving taxpayers' money and leading to the more effective delivery of public services.

The report includes examples of how organisations have sought to identify and respond to the early warning signs of emerging problems and identifies 20 points for reflection which we hope will assist leaders to consider whether improvements can be made to their organisation's processes and culture, and which employees can use to encourage their leaders to focus on these important areas.

The Chair wrote an open letter to public sector leaders drawing attention to the report and sharing the points for reflection.³

We are now focused on talking to organisations about the report to maximise its impact.

30th Anniversary of the Principles of Public Life

2025 marks the 30th anniversary of the Seven Principles of Public Life. They were set out in the Committee's first report of 1995, which Lord Nolan, first Chair of the Committee, described as 'a restatement of the general principles of conduct which underpin public life' and intended 'for the benefit of all who serve the public in any way'.

²<https://www.gov.uk/government/publications/recognising-and-responding-to-early-warning-signs-in-public-sector-bodies-report>

³<https://www.gov.uk/government/publications/open-letter-to-public-sector-leaders-on-early-warning-signs-report>

To mark the 30th anniversary of the Committee's work and the Nolan Principles, we have held a number of events and published a series of blogs and papers throughout the year. We have:

- October 2024: Published a paper and accompanying blog by Professor Mark Philp, Chair of the Committee's Research Advisory Board, reflecting on the pertinence of the Nolan Principles in setting out the understanding between those in public office and the public.^{4 5}
- November 2024: Held a panel discussion with the Institute for Government (IfG) on what the future holds for standards in public life.⁶
- 2025: Held a number of sessions with students at Cambridge and Sheffield Universities on the Principles of Public Life; and with academics on the ethical implications of AI, and the future challenges for standards in public life.
- 2025: Published a series of blogs by standards regulators on the work of standards bodies in England.
- June 2025: Participated in the IfG's conference 'The Nolan Principles at 30: What does the future hold for standards in public life?' where our Chair, Doug Chalmers, discussed how ethical standards can be upheld in the future. This day-long conference, with Sir John Major as a keynote speaker, convened a number of experts and commentators across the standards landscape to share their views.

RECENT PREVIOUS REPORTS: UPDATES AND GOVERNMENT RESPONSES

Upholding Standards In Public Life, 2021

The Committee published *Upholding Standards in Public Life* in November 2021.⁷ The report included recommendations for reforming: the Ministerial Code and the Independent Adviser; ACOBA and the Business Appointment Rules; transparency around lobbying; and the regulation of public appointments. The Committee also called for new primary legislation to establish in statute the independence of standards regulators.

The previous government published its full response in July 2023.⁸ We have tracked the previous government's response to each of the Committee's recommendations and our assessment of whether or not the recommendation has been met is available on our website.⁹

We welcome the new Ministerial Code with its clear commitment to the Principles of Public Life, and the fact that the Independent Adviser on Ministerial Standards may now initiate

⁴ <https://www.gov.uk/government/publications/30th-anniversary-of-the-nolan-principles>

⁵ <https://cspl.blog.gov.uk/2024/10/24/the-nolan-principles-keeping-the-public-front-of-mind/>

⁶ <https://www.instituteforgovernment.org.uk/event/what-next-standards-public-life>

⁷ <https://www.gov.uk/government/publications/upholding-standards-in-public-life-published-report>

⁸ <https://www.gov.uk/government/publications/strengthening-ethics-and-integrity-in-central-government>

⁹ https://assets.publishing.service.gov.uk/media/64b7fccfef537100147ae5/2023-07-20_Upholding_Standards_in_Public_Life_-_government_response_to_recommendations.pdf

investigations. These are important steps in the right direction. However, it should not be the end of the story. We would encourage the new government to review our recommendations and we will maintain a close interest in progress on these reforms.

Regulating Election Finance, 2021

CSPL published *Regulating Election Finance* in July 2021. The scope of the review was the system for regulating donations and election campaign expenditure. We made recommendations to reduce the risk of foreign money being donated to parties, improve the enforcement of electoral law and increase voter access to information about how money is spent at elections. We took evidence from a wide range of contributors, including the Electoral Commission, government, political parties, non-party campaigners, law enforcement bodies, returning officers and academics.

The Chair of the Committee wrote to Angela Rayner MP, Deputy Prime Minister and Secretary of State for Housing, Communities and Local Government in January this year to draw the government's attention to our 2021 report.¹⁰ Rushanara Ali MP, Parliamentary Under-Secretary of State for Homelessness and Democracy replied in February.¹¹ This correspondence is available on our website.

The Minister's letter said that the government recognises the risk posed by actors who seek to interfere with and undermine our democratic processes, which is why the Labour Party manifesto committed to strengthen the rules around donations to political parties. The government would also be considering whether any changes to the way political finance rules are enforced are required to ensure enforcement provides a clear deterrent against breaking the law whilst remaining proportionate. The letter said the government is developing policy proposals to give effect to these commitments and in doing so it is considering the evidence provided by a range of stakeholders, including recommendations from CSPL. The Minister's letter confirmed that the government will introduce legislative measures in due course.

AI and Public Standards, 2020

In 2020, CSPL published its report, *Artificial Intelligence and Public Standards*, looking at whether the then regulatory and governance framework for AI was sufficient to ensure that public standards would continue to be upheld as AI is adopted more widely across the public sector.¹² The government published their response to our report in May 2021, which was broadly positive although not all recommendations were accepted.¹³

In light of developments in the intervening period, we reviewed progress made against our recommendations in July 2023. The then Chair wrote to the then Minister for AI and Intellectual Property, regulators, and public bodies asking for an update on progress; and we

¹⁰ <https://www.gov.uk/government/publications/letter-from-chair-to-dpm-on-regulating-election-finance>

¹¹ <https://www.gov.uk/government/publications/letter-from-the-minister-for-homelessness-and-democracy>

¹² <https://www.gov.uk/government/publications/artificial-intelligence-and-public-standards-report>

¹³ https://assets.publishing.service.gov.uk/media/60a6627dd3bf7f738163d1a5/Government_Response_to_the_Committee_on_Standards_in_Public_Life_s_2020_Report_AI_and_Public_Standards_Accessible_version_.pdf

published a short follow up report summarising what they told us they had done in response to our recommendations in March 2024.¹⁴ We also separately published the responses we received from the government, regulators and public bodies.^{15 16 17}

In March 2024 we held an AI seminar to hear from experts in the field on the issues raised in 2020, in particular, the assurances required to enable public office holders to be comfortably accountable for advice and decisions derived from, or made by, AI. The summary note of the seminar is available on our website.¹⁸ We also heard from academics from Cambridge University and the University of East Anglia on 20 March 2025. We are grateful to all those who give so freely of their time to inform the Committee and we continue to watch developments in this area with interest.

Local Government Ethical Standards, 2019

The Committee has a long standing interest in local government standards which it first explored in its third report, published in 1997, *Standards of Conduct of Local Government in England, Scotland and Wales*, and most recently in its 2019 report *Local Government Ethical Standards*. This report, which made 26 recommendations and identified a further 15 best practice recommendations, was warmly welcomed by the sector.¹⁹²⁰

The Committee was pleased that the government's December 2024 consultation on strengthening the standards and conduct framework for local authorities in England was informed by our 2019 report and explored some of the recommendations presented in that report. Our Chair attended the Ministry of Housing, Communities and Local Government roundtable held on 12 February 2025 with key stakeholders as part of the consultation.

On 20 February 2025, the Committee held a seminar with a range of local government experts and practitioners, to inform CSPL's submission to the government consultation. We are grateful to all who participated in the seminar. A note of the session was published on our website, together with the Committee's submission to the consultation.^{21 22}

¹⁴<https://www.gov.uk/government/publications/ai-and-public-standards-an-update-on-progress-made-against-our-2020-recommendations>

¹⁵<https://www.gov.uk/government/publications/ai-and-public-standards-government-update-on-progress-against-recommendations>

¹⁶<https://www.gov.uk/government/publications/ai-and-public-standards-2023-public-bodies-survey>

¹⁷<https://www.gov.uk/government/publications/ai-and-public-standards-2023-regulators-survey>

¹⁸<https://www.gov.uk/government/publications/ai-and-public-standards-2024-ai-seminar-summary-note>

¹⁹<https://www.gov.uk/government/publications/standards-of-conduct-of-local-government-in-england-scotland-and-wales>

²⁰<https://www.gov.uk/government/publications/local-government-ethical-standards-report>

²¹<https://www.gov.uk/government/publications/seminar-summary-note-consultation-on-local-government-standards>

²²<https://www.gov.uk/government/publications/letter-from-chair-cspl-to-minister-of-state-for-local-government-and-english-devolution>

BLOGS PUBLISHED DURING THE PERIOD OF THIS REPORT

The Nolan Principles - keeping the public front of mind October 2024. To mark 30 years of the Committee's work, Emeritus Professor Mark Philp, adviser to the Committee, blogged on the continuing importance of the Nolan Principles in setting out the understanding between those in public office and the public.²³

Codes of conduct, independent scrutiny and education - Nolan's golden threads November 2024. The Chair reflecting on 'Nolan's golden threads' as part of commemorating the Committee's 30th anniversary.²⁴

Peer pressure – the work of the House of Lords Appointments Commission February 2025. To mark the 30th anniversary of the Nolan Principles, the Committee published a series of blogs by ethics regulators. This blog from Baroness Deech was the first in the series.²⁵

How is the Electoral Commission held accountable? February 2025. The second blog in the series was by John Pullinger CB, Chair of the Electoral Commission.²⁶

Recognising and Responding to Early Warning Signs in Public Sector Bodies March 2025. Trailing the 'Recognising and Responding to Early Warning Signs in Public Sector Bodies' report.²⁷

The Seven Principles of Public Life: Reflections during 30th anniversary year March 2025. Third in the series of blogs from ethics regulators was by Sir Laurie Magnus CBE, Independent Adviser on Ministerial Standards.²⁸

When something goes wrong, it is often the case that 'someone knew' March 2025. A blog about the publication of Recognising and Responding to Early Warning Signs in Public Sector Bodies.²⁹

IPSA and the Nolan Principles, April 2025. Fourth blog in the series of blogs by ethics regulators was by Richard Lloyd OBE, Chair of the Independent Parliamentary Standards Authority.³⁰

²³ <https://cspl.blog.gov.uk/2024/10/24/the-nolan-principles-keeping-the-public-front-of-mind/>

²⁴ <https://cspl.blog.gov.uk/2024/11/05/codes-of-conduct-independent-scrutiny-and-education-nolans-golden-threads/>

²⁵ <https://cspl.blog.gov.uk/2025/02/10/peer-pressure-the-work-of-the-house-of-lords-appointments-commission-holac/>

²⁶ <https://cspl.blog.gov.uk/2025/02/24/how-is-the-electoral-commission-held-accountable/>

²⁷ <https://cspl.blog.gov.uk/2025/03/04/recognising-and-responding-to-early-warning-signs-in-public-sector-bodies-new-report-out-on-25-march/>

²⁸ <https://cspl.blog.gov.uk/2025/03/12/the-seven-principles-of-public-life-reflections-during-30th-anniversary-year/>

²⁹ <https://cspl.blog.gov.uk/2025/03/28/when-something-goes-wrong-it-is-often-the-case-that-someone-knew/>

³⁰ <https://cspl.blog.gov.uk/2025/04/09/ipsa-and-the-nolan-principles/>

Risk and Responsibility, May 2025. Dame Clare Moriarty, Chief Executive of Citizens Advice and former Permanent Secretary, reflected on risk and responsibility in her civil service career in light of the Early Warning Signs report.³¹

From a “tap on the shoulder” to transparency - 30 years of public appointments, May 2025. Fifth blog in the 30th anniversary series, by Sir William Shawcross CVO, Commissioner for Public Appointments.³²

³¹ <https://cspl.blog.gov.uk/2025/05/02/risk-and-responsibility/>

³² <https://cspl.blog.gov.uk/2025/05/13/from-tap-on-the-shoulder-to-transparency-30-years-of-public-appointments/>

ANNEXES

ANNEX A: ABOUT THE COMMITTEE

Governance

Our governance statements are published on our website.³³

They include the following:

- Code of practice for members;
- Expectations of Committee members and the secretariat;
- Ground rules on public statements;
- Registers of members' Interests;
- Way of working;
- Register of stakeholder meetings.

Membership of the Committee

The Committee comprises the independent Chair, four independent members and four political members. Our political members are currently represented by the Labour, Conservative (vacancy) and Liberal Democrat parties and the Scottish National Party³⁴. This mix of independent and political membership has served the Committee well, allowing the Committee to maintain a considered and impartial view whilst also understanding political perspectives.

Independent members are appointed for a five-year, non-renewable term through open competition run by the Cabinet Office.

Political members are appointed for a three-year term which can be renewed. Party members are nominated by their party leader.

The Chair and all members, independent and political, are appointed by the Prime Minister.

The workload of Committee members is high. Independent members are asked to co-lead reviews, attend evidence gathering meetings and hearings, and to consider drafts of consultations and reports.

Our membership is listed on the next page.

³³<https://www.gov.uk/government/organisations/the-committee-on-standards-in-public-life/about/our-governance>

³⁴ The political appointees to the Committee are drawn from the three largest parties in Parliament at the time a vacancy occurs. Following the 2024 General Election, the Liberal Democrats became the third largest party, overtaking the Scottish National Party, and accordingly a Liberal Democrat party member was appointed. However, the existing members remain until that member's term concludes.

Current Membership

Chair



Doug Chalmers CB, DSO, OBE
12 December 2023 - 11 December 2028

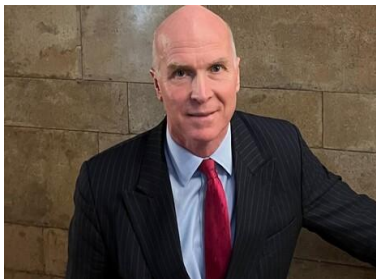
Independent Members



**Rt Hon Lady Arden of
Heswell DBE**
13 February 2023 -
12 February 2028



Ewen Fergusson
1 August 2021 -
31 July 2026



John Henderson CB
26 February 2024 -
25 February 2029



Professor Gillian Peele
1 August 2021 -
31 July 2026

Political Members



Rt Hon Dame Margaret Beckett GBE
Labour Party
1 November 2022 -
31 October 2025



Ruth Dombey OBE
Liberal Democrat Party
15 November 2024 -
14 November 2027



Baroness Finn
Conservative Party
21 November 2022
- 26th March 2025



Rt Hon Ian Blackford
Scottish National Party
26 June 2023 - 25 June 2026

Research Advisory Board

In order to assist the Committee and the researchers, a Research Advisory Board was appointed in 2001 and was involved in all of the key milestones of the research programme, which led to the publication of the results of the first public survey in September 2004.³⁵

In 2005, the Committee decided to maintain an Advisory Board for the repeat survey and review of the Seven Principles, albeit with a smaller membership and placed on a more formal footing, with members paid a daily rate and expenses.

The Board is no longer a formal body, but its former Chair, Professor Mark Philp, Emeritus Professor, University of Warwick, attends Committee meetings to advise the Committee and calls in academics to advise on particular subjects as necessary.

Personal Information Charter

Our privacy notice, which explains how the Committee on Standards in Public Life uses the personal information of members of the public, can be found on our website.³⁶

³⁵ From 2004 - 2013, the Committee conducted 2-yearly surveys to keep us in touch with current attitudes, in order to analyse the standards of behaviour the British public feel public office holders should be kept to, the extent to which these standards are believed to be upheld, and the perception of how well the systems put in place to enforce them are operating. Following the recommendations in the Triennial Review, the latest public attitude survey published on 23 September 2013 was the final one published by the Committee. The Committee now conducts smaller pieces of research where appropriate to support its work.

³⁶<https://www.gov.uk/government/organisations/the-committee-on-standards-in-public-life/about/personal-information-charter>

ANNEX B: REPORTS PUBLISHED BY THE COMMITTEE

2025 Recognising and Responding to Early Warning Signs in Public Sector Bodies³⁷

2023 Leading in Practice³⁸

2021 Upholding Standards in Public Life³⁹

2021 Regulating Election Finance⁴⁰

2020 Artificial Intelligence and Public Standards⁴¹

2019 Local Government Ethical Standards⁴²

2018 MPs' Outside Interests⁴³

2018 The Continuing Importance of Ethical Standards for Public Service Providers⁴⁴

2017 Intimidation in Public Life⁴⁵

2016 Striking the Balance: Upholding the 7 Principles in Regulation⁴⁶

2015 Tone from the Top: Leadership, Ethics and Accountability in Policing⁴⁷

2014 Ethics in Practice: Promoting Ethical Standards in Public Life⁴⁸

2014 Ethical Standards for Providers of Public Services⁴⁹

2013 Strengthening Transparency around Lobbying⁵⁰

³⁷<https://www.gov.uk/government/publications/recognising-and-responding-to-early-warning-signs-in-public-sector-bodies-report>

³⁸ <https://www.gov.uk/government/publications/leading-in-practice>

³⁹ <https://www.gov.uk/government/publications/upholding-standards-in-public-life-published-report>

⁴⁰ <https://www.gov.uk/government/publications/regulating-election-finance-report>

⁴¹ <https://www.gov.uk/government/publications/artificial-intelligence-and-public-standards-report>

⁴² <https://www.gov.uk/government/publications/local-government-ethical-standards-report>

⁴³ <https://www.gov.uk/government/publications/mps-outside-interests>

⁴⁴ <https://www.gov.uk/government/publications/the-continuing-importance-of-ethical-standards-for-public-service-providers>

⁴⁵ <https://www.gov.uk/government/publications/intimidation-in-public-life-a-review-by-the-committee-on-standards-in-public-life>

⁴⁶ <https://www.gov.uk/government/publications/striking-the-balance-upholding-the-7-principles-in-regulation>

⁴⁷ <https://www.gov.uk/government/publications/tone-from-the-top-leadership-ethics-and-accountability-in-policing>

⁴⁸ <https://www.gov.uk/government/publications/ethics-in-practice-promoting-ethical-standards-in-public-life>

⁴⁹ <https://www.gov.uk/government/publications/ethical-standards-for-providers-of-public-services>

⁵⁰ <https://www.gov.uk/government/publications/strengthening-transparency-around-lobbying>

2013 Standards Matter: a Review of Best Practice in Promoting Good Behaviour in Public Life⁵¹

2011 Political Party Finance: Ending the Big Donor Culture⁵²

2009 MPs' Expenses and Allowances: Supporting Parliament, Safeguarding the Taxpayer⁵³

2007 Review of the Electoral Commission⁵⁴

2005 Getting the Balance Right: Implementing Standards of Conduct in Public Life⁵⁵

2003 Defining the Boundaries within the Executive: Ministers, Special Advisers and the Permanent Civil Service⁵⁶

2002 Standards of Conduct in the House of Commons⁵⁷

2000 Standards of Conduct in the House of Lords⁵⁸

2000 Reinforcing Standards: A Summary⁵⁹

1998 The Funding of Political Parties in the United Kingdom⁶⁰

1997 Review of Standards of Conduct in Executive NDPBs, NHS Trusts and Local Public Spending Bodies⁶¹

1997 Standards of Conduct of Local Government in England, Scotland and Wales⁶²

1996 Local Public Spending Bodies⁶³

1995 MPs, Ministers and Civil Servants, Executive Quangos⁶⁴

⁵¹<https://www.gov.uk/government/publications/standards-matter-a-review-of-best-practice-in-promoting-good-behavior-in-public-life>

⁵² <https://www.gov.uk/government/publications/political-party-finance-ending-the-big-donor-culture>

⁵³<https://www.gov.uk/government/publications/twelfth-report-of-the-committee-on-standards-in-public-life-november-2009>

⁵⁴<https://www.gov.uk/government/publications/review-of-the-electoral-commission-eleventh-report-of-the-committee-on-standards-in-public-life>

⁵⁵<https://www.gov.uk/government/publications/tenth-report-of-the-committee-on-standards-in-public-life>

⁵⁶<https://www.gov.uk/government/publications/defining-the-boundaries-within-the-executive-ministers-special-advisers-and-the-permanent-civil-service>

⁵⁷ <https://www.gov.uk/government/publications/standards-of-conduct-in-the-house-of-commons>

⁵⁸ <https://www.gov.uk/government/publications/standards-of-conduct-in-the-house-of-lords--2>

⁵⁹ <https://www.gov.uk/government/publications/reinforcing-standards-summary>

⁶⁰ <https://www.gov.uk/government/publications/the-funding-of-political-parties-in-the-united-kingdom--2>

⁶¹<https://www.gov.uk/government/publications/review-of-standards-of-conduct-in-executive-ndpbs-nhs-trusts-and-local-public-spending-bodies>

⁶²<https://www.gov.uk/government/publications/standards-of-conduct-of-local-government-in-england-scotland-and-wales>

⁶³ <https://www.gov.uk/government/publications/local-public-spending-bodies>

⁶⁴ <https://www.gov.uk/government/publications/mps-ministers-and-civil-servants-executive-quangos>

ANNEX C: EXTERNAL EVENTS

July 2024

24 July - Chair, Doug Chalmers, spoke to new MPs at an induction event in Parliament.

August 2024

2 August - Professor Gillian Peele spoke to a delegation from the Japanese House of Representatives about the work of the Committee.

October 2024

9 October - Chair, Doug Chalmers, gave evidence to the House of Lords Conduct Committee on the Review of the House of Lords Code of Conduct.

November 2024

12 November - Ewen Fergusson attended the Electoral Commission Strategic Roundtable.

21 November - Chair, Doug Chalmers, spoke at the Institute for Government event 'What Next For Standards In Public Life?'

February 2025

6 February - Chair, Doug Chalmers, spoke at Public Chairs' Forum Chairs' Challenge, 'Standards in Public Life: Reflecting on the Past and Shaping the Future with CSPL'.

12 February - Chair, Doug Chalmers, took part in an MHCLG roundtable on 'Strengthening the Standards and Conduct Framework for Local Authorities in England', chaired by Jim McMahon OBE MP, Minister of State (Minister for Local Government and English Devolution).

20 February - Chair, Doug Chalmers, chaired a CSPL seminar convened to provide evidence for CSPL's response to the MHCLG consultation on 'Strengthening the Standards and Conduct Framework for Local Authorities in England'.

March 2025

19 March - Ewen Fergusson spoke at the Public Body Non-Executive Board Members Induction Training Event.

25 March - Chair and Professor Gillian Peele spoke at the launch of CSPL's *Recognising and Responding to Early Warning Signs in Public Sector Bodies* report.

April 2025

24 April - Professor Gillian Peele spoke at a meeting of the Policy Committee, National Association of Local Councils, about *Recognising and Responding to Early Warning Signs in Public Sector Bodies*.

May 2025

14 May - Councillor Ruth Dombey spoke at 'Ethical Frameworks In England And Wales' event, hosted by the Society Of Local Council Clerks (SLCC) and One Voice Wales (OVW).

21 May - Chair spoke at a Government Internal Audit Agency event for members of Arms-Length Bodies' Audit and Risk Assurance Committees about *Recognising and Responding to Early Warning Signs in Public Sector Bodies*.

June 2025

10 June - Chair gave oral evidence to the House of Commons Standards Committee inquiry into whether there should be changes relating to the rules on outside employment and interests in the Code of Conduct for Members of Parliament.

12 June - Chair spoke at a Parliamentary and Health Service Ombudsman Executive Team meeting about *Recognising and Responding to Early Warning Signs in Public Sector Bodies*.

19 June - Chair, Lady (Mary) Arden, Dame Margaret Beckett, Ian Blackford, Councillor Ruth Dombey, Ewen Ferguson, and Professor Mark Philp participated in an Institute for Government event *The Nolan Principles at 30: What does the future hold for standards in public life?*

ANNEX D: COMMITTEE SUBMISSIONS TO PUBLIC CONSULTATIONS

October 2024: Oral evidence (Chair) to the House of Lords Conduct Committee review of the Code of Conduct for Members and Guide to the Code, which we followed up with a letter to the Conduct Committee Chair.⁶⁵

November 2024: Submitted evidence to the House of Commons Modernisation Committee inquiry on the work of the Modernisation Committee.⁶⁶

December 2024: Submitted written evidence to the Independent Parliamentary Standards Authority consultation on proposed changes to how IPSA regulates and publishes MPs funding.⁶⁷

January 2025: Submitted written evidence to the Speaker's Conference on the Security of candidates, MPs and elections.⁶⁸

February 2025: Submitted written evidence to the House of Commons Standards Committee inquiry on outside employment and interests in the Code of Conduct for Members of Parliament.⁶⁹

March 2025: Submitted written evidence to the Ministry of Housing, Communities and Local Government's consultation on 'Strengthening the standards and conduct framework for local authorities in England'.⁷⁰

June 2025: Oral evidence (Chair) to the House of Commons Standards Committee inquiry on outside employment and interests in the Code of Conduct for Members of Parliament.⁷¹

⁶⁵<https://www.gov.uk/government/publications/letter-from-chair-cspl-to-chair-house-of-lords-conduct-committee>

⁶⁶<https://www.gov.uk/government/publications/cspl-submission-to-house-of-commons-modernisation-committee-inquiry>

⁶⁷<https://www.gov.uk/government/publications/letter-from-chair-cspl-to-richard-lloyd-obe-chair-ipsa>

⁶⁸<https://www.gov.uk/government/publications/cspl-submission-to-speakers-conference>

⁶⁹<https://www.gov.uk/government/publications/submission-to-house-of-commons-committee-on-standards-inquiry>

⁷⁰https://assets.publishing.service.gov.uk/media/67d4055e4bcf261f8233f7bb/Chair_CSPL_to_Jim_McMahon_Minister_for_Local_Government_re_sub_to_consultation_on_standards_-_Final__1_.pdf

⁷¹<https://committees.parliament.uk/oralevidence/16031/pdf/>

ANNEX E: FINANCIAL INFORMATION

The Chair is paid a remuneration of £36k pa with the expectation that he commits an average of 5-6 days a month, although this time increases significantly during periods of Committee reviews.

Independent members of the Committee on Standards in Public Life may claim £240 for each day they work on Committee business, and they may claim for expenses incurred.

The political members of the Committee may claim only for expenses incurred.

As an advisory non-departmental public body, the Committee on Standards in Public Life receives a delegated budget from the Cabinet Office. Day-to-day responsibility for financial controls and budgetary mechanisms are delegated to the Secretary of the Committee. Creation of new posts are subject to the Cabinet Office Approvals process.

Members of the Secretariat are permanent civil servants employed by the Cabinet Office. There are 4 full-time members and one part-time member of the Secretariat.

The Committee's media and communications activity is managed by a contracted part-time Press Officer.

The Committee's spend for 1 April 2024 - 31 March 2025 was £488,448 against a budget of £463,988.

Published by the Committee on Standards in Public Life

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www.gov.uk/government/organisations/the-committee-on-standards-in-public-life

June 2025

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