
ETHICAL POLICY REVIEW

Relevant Portfolio Holder	Roger Hollingworth
Portfolio Holder Consulted	Yes
Relevant Head of Service	Jayne Pickering (Exec Director)
Wards Affected	All
Ward Councillor Consulted	None specific

1. SUMMARY OF PROPOSALS

- 1.1 To enable Members to consider officers views on the potential introduction of an Ethical Policy for the Council.

2. RECOMMENDATIONS

- 2.1 **Members are requested to consider information provided regarding arrangements in place and to agree that they are satisfied that current organisational requirements are being met and there is no need for a specific ethical policy to be developed.**
- 2.2 **Members are asked to recommend to Cabinet that all staff and suppliers are made aware of the current procedures in place to ensure that our services are provided within a positive framework of addressing ethical issues.**

3. KEY ISSUES

Financial Implications

- 3.1 None as a direct result of this report.

Legal Implications

- 3.2 The policies and practices we have in place ensure the Council is delivering its services in compliance with statutory legislation.

Service / Operational Implications

- 3.3 Following an Overview and Scrutiny proposal in June 2011 (Appendix 1) and a further discussions at the Board meeting in July officers have reviewed the current procedures and policies in place to ensure that the Council supports the delivery of its services with a focus on ethical standards.

By ensuring appropriate procedures and practices are in place the Council can demonstrate it is taking positive action to show that it has a responsible attitude to the people and environment on which it impacts.

There are a number of issues that the Council has addressed within policies and practices adopted. These include:

3.3.1 Managing Environmental Impact:

The Councils joint Climate Change Strategy with Redditch Borough Council was approved in December 2010. This strategy is designed to increase awareness of the wide variety of issues that the Council needs to be aware of in order to deal with climate change, and to set out the strategic actions which will contribute to reducing carbon emissions. The strategy is broadly grouped into three areas;

- **Mitigation** - taking action to tackle the causes of climate change by reducing emissions of greenhouse gases in the atmosphere arising from residents and businesses in Bromsgrove (including exported emissions).
- **Adaptation** –taking action to deal with the consequences of a changing climate, resulting from already emitted and increased levels of atmospheric greenhouse gases, as well as future unavoidable emissions.
- **Raising awareness** of climate change related issues amongst our residents and businesses.

The associated action plan and monitoring of the plan demonstrates that the Council is committed to working with its partners towards managing environmental impact.

In addition to the climate change strategy the Councils procurement team consider all procurement opportunities against a framework of assessing sustainability. This ensures that the procurements address lifelong issues and provide support and advice to local businesses. The flow chart the team use in consideration of these issues is attached at Appendix 4.

3.3.2 Services delivered – Procurement and Economic Development

The Council has a robust and clear economic development policy working in partnership with neighbouring councils to support the economy of the District and to ensure that businesses are given appropriate support and advice to deliver services to our community.

In considering procurement activities and opportunities the Council has a procurement strategy to support businesses who wish to trade with the Council whilst ensuring that they are providing services in a

responsible way. Therefore contractors who have requested to work for the Council in the provision of services have to comply with criteria associated with the way they work and support their staff and other suppliers. By requesting this we are making all reasonable effort to ensure that our own procurement and provision of services by another organisation does not lead to or support in any way the unsustainable exploitation of people or the natural environment. A copy of the questionnaire is attached at Appendix 2.

In order to support the reputation of the Council advertisers have to comply with a set of standards as detailed in contract agreements. A copy of the agreement is attached at Appendix 3 and includes types of advertising that is in appropriate for use on Council properties.

3.3.3 Equality and Diversity

The Council employs an equality and diversity officer who has ensured that robust policies and procedures are in place to support the Equality duty that the Council has. There is a vibrant and engaged Equality Forum that meets on a regular basis to discuss issues within the District and impact assessments are undertaken on Council policies and services to ensure any impact on the community is assessed and addressed.

The Equality duty includes how the Council acts as employer, how they develop, evaluate and review policy, how they design, deliver and evaluate services and how they commission and procure from others

All of these duties are addressed and monitored by officers of the Council to ensure our community are supported in a positive way.

- 3.4 With the level of procedures that are in place officers do not advise Members that a specific ethical policy is developed. However officers recommend that staff and contractors need to be made more aware of the procedures in place to ensure they are adopted when developing services for our community.

Customer / Equalities and Diversity Implications

- 3.5 The processes and procedures currently in place together with the Every Customer Every Time strategy demonstrates the Councils commitment to excellent customer service.

4. RISK MANAGEMENT

- 4.1 An impact assessment is undertaken of all Council policies and services to ensure that any impact and risk to the community is identified and addressed.

5. APPENDICES

Appendix 1 – O&S proposal June 11

Appendix 2 – Questionnaire for contractors

Appendix 3 - Contract agreement for sponsors

Appendix 4 – Sustainable procurement flow chart

AUTHOR OF REPORT

Name: Jayne Pickering – Exec Director Finance and Resources

E Mail: j.pickering@bromsgroveandredditch.gov.uk

Tel: 01527-881400