

GREATER **LONDON** AUTHORITY

REQUEST FOR MAYORAL DECISION – MD2263

Title: Update to the Code of Conduct for GLA Elected Members

Executive Summary:

The Code of Conduct for GLA Elected Members has been updated to ensure it makes explicit reference to sexual harassment and bribery. In terms of the former, it aligns the document with recent ACAS advice. The Mayor, acting jointly with the London Assembly, is now asked to adopt the revised Code.

Decision:

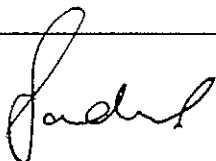
That the Mayor, acting jointly with the London Assembly, adopts the appended Code of Conduct for GLA Elected Members.

Mayor of London

I confirm that I do not have any disclosable pecuniary interests in the proposed decision, and take the decision in compliance with the Code of Conduct for elected Members of the Authority.

The above request has my approval.

Signature:



Date:

21/3/18

PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE MAYOR

Decision required – supporting report

1. Introduction and background

- 1.1 The Code of Conduct for GLA Elected Members covers the Mayor, the 25 Assembly Members, the Deputy Mayor for Policing & Crime (whether or not an Assembly Member) and any independent person appointed to assist with the discharge of ethical standards functions. The Code covers both the GLA and MOPAC roles of the Mayor.
- 1.2 The Code already provides ways in which misconduct can be investigated as necessary. However, further to informal discussions with the Mayoralty and leading Assembly Members, and in response to a number of allegations of sexual harassment within Parliament and in the media industry more broadly, it was agreed that the Code of Conduct for GLA Elected Members would be reviewed to ensure sexual harassment was explicitly addressed within the Code.
- 1.3 In updating the Code of Conduct for GLA Elected Members, the recent ACAS advice on sexual harassment¹ and updated conduct codes issued by major political parties² have been reviewed.
- 1.4 The recent cross-party Parliamentary Working Group, chaired by Andrea Leadsom MP, set up to establish a new independent complaints and grievance procedure for MPs, published its first report³ on 8 February 2018.
- 1.5 Key elements of this report including the establishment of a new code of behaviour for MPs, recommends that complaints and grievances are investigated outside of political parties and that complaints are dealt with confidentially to protect victims' anonymity. These are all addressed by the current Code of Conduct for GLA Elected Members and its supporting procedure for handling complaints.
- 1.6 The Appendix shows proposed revisions to the GLA's Code.
- 1.7 The revisions closely reflect the essential components of ACAS's advice, particularly its definition of sexual harassment. The definition of harassment more broadly is drawn from the Equalities Act 2010.
- 1.8 The Code has also been updated to make reference to the Bribery Act 2010.
- 1.9 A number of other minor corrections to the Code have additionally been made to ensure it is easier to understand and up-to-date.

2. Objectives and expected outcomes

- 2.1 The adoption and publication of an updated Code of Conduct which includes explicit references to sexual harassment and bribery.

3. Equality comments

- 3.1 These proposed updates to the Code of Conduct have been written taking into account best practice by ACAS and are aligned with definitions of harassment as set out in the Equalities Act 2010.

¹ ACAS publishes new advice on sexual harassment at work 19/11/17

² Labour Sexual Harassment Policy; Conservatives Code of Conduct

³ Parliamentary Working Group report on an Independent Complaints and Grievance Policy

4. Other considerations

- 4.1 The proposed revised Code is also being submitted to the London Assembly for consideration and adoption at its meeting on 22 March 2018.

5. Financial comments

- 5.1 There are no direct financial implications arising for the Authority.

6. Legal comments

- 6.1 The Mayor and the Assembly are under a statutory duty to promote and maintain high standards of conduct and must adopt a code of conduct for that purpose. The approval of the Code and any subsequent amendments is a function exercisable by joint agreement between the Mayor and Assembly. As well as including the "Nolan Principles", the Code may include other matters the Mayor and Assembly consider appropriate such as the explicit references to sexual harassment and bribery which have been added.

Appendix

Code of Conduct for GLA Elected Members showing proposed changes highlighted.

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOI Act) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary. **Note:** This form (Part 1) will either be published within one working day after approval or on the defer date.

Part 1 Deferral:

Is the publication of Part 1 of this approval to be deferred? NO

If YES, for what reason:

Until what date:

Part 2 Confidentiality: Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form – NO

ORIGINATING OFFICER DECLARATION:

Drafting officer to confirm the following (✓)

Drafting officer:

Emma Strain has drafted this report in accordance with GLA procedures and confirms the following:

✓

Sponsoring Director:

Jeff Jacobs has reviewed the request and is satisfied it is correct and consistent with the Mayor's plans and priorities.

✓

Mayoral Adviser:

David Bellamy has been consulted about the proposal and agrees the recommendations.

✓

Advice:

The Finance and Legal teams have commented on this proposal.

✓

Corporate Investment Board

This decision was agreed by the Corporate Investment Board on 19 March 2018.

EXECUTIVE DIRECTOR, RESOURCES:

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature

M. D. Allen

Date

19.3.18

CHIEF OF STAFF:

I am satisfied that this is an appropriate request to be submitted to the Mayor

Signature

D. Bellamy

Date

19/3/2018