

To:
Councillors Keeping, Gavin, Keane,
McEwan, Moore, R Singh and Terry

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16 June 2026

Your contact is: **Jemma Durkan - Committee Services**
(committee.services@reading.gov.uk)

NOTICE OF MEETING - STANDARDS COMMITTEE 24 JUNE 2026

A meeting of the Standards Committee will be held on Wednesday, 24 June 2026 at 6.30 pm in the Committee Room 1, Civic Offices, Reading, RG1 2LU. The Agenda for the meeting is set out below.

1. DECLARATIONS OF INTEREST

2. MINUTES 3 - 4

3. STANDARDS COMMITTEE UPDATE 5 - 64

A report to provide Members of the Standards Committee with an update on the operation of arrangements put in place to promote and maintain high standards of conduct by the Council's members and co-opted members.

4. EXCLUSION OF PUBLIC AND PRESS

The following motion will be moved by the Chair:

"That, pursuant to Section 100A of the Local Government Act 1972 (as amended) members of the press and public be excluded during consideration of the following item on the agenda, as it is likely that there would be disclosure of exempt information as defined in the relevant Paragraphs of Part 1 of Schedule 12A of that Act"

5. RECRUITMENT OF INDEPENDENT PERSON & INDEPENDENT CHAIR 65 - 76

Present:

Councillors Edwards (Vice-Chair, in the Chair), Ayub, Eden, Gavin, Keane, Keeping, Terry and Williams

Apologies: Councillor Moore

6. MINUTES

The minutes of the meeting held on 22 April 2025 were confirmed as a correct record.

7. STANDARDS COMMITTEE ANNUAL UPDATE

The Monitoring Officer submitted a report which provided the Committee with an update on matters relating to its terms of reference.

The report included updates on the Code of Conduct Complaints, declarations of interest, gifts and hospitality, recruitment of the Independent Person, recruitment of the Independent Chair for Standards Committee and member training and development.

The report explained that during the preceding quarter one complaint against a councillor had been received and was dealt with informally and there had been no registered gifts of at least £25 in the last quarter. The recruitment for an Independent Person and Independent Chair was being undertaken and an advert would be going out on the Council's website in April/May 2026. The intention would be for full Council to make the appointment at its meeting in June 2026. The Member Training and Development Programme was being refreshed and would start following the May 2026 elections.

Resolved – That the report be noted.

8. STANDARDS GOVERNMENT CONSULTATION

The Monitoring Officer provided the Committee with information regarding the Government's announced position following a consultation carried out in 2024-2025 on 'Strengthening the Standards and Conduct Framework for Local Authorities in England'. It was reported that further updates and an assessment of actions required to comply with the proposed reforms would be provided as the legislation progressed.

The report provided a summary of proposed reforms set out by the Government including:

- Introduction of a mandatory Code of Conduct.
- Establishment of a Standards Committee or sub-committee to consider code of conduct matters.
- Mandatory publication of findings and decisions of all code of conduct investigation outcomes.
- Development of best practice guidance covering the handling of code of conduct complaints.

STANDARDS COMMITTEE MEETING MINUTES - 21 APRIL 2026

- Both complainants and the subject member to be granted a right to request a review of a Standards Committee's decision.
- Providing additional support for individuals affected by councillor misconduct including best practice guidance with recommended actions and a confidential helpline to provide additional advice and support for complainants.
- Introduction of a sanction of suspension.
- Powers for interim suspension in defined circumstances.
- Disqualification for multiple breaches and gross misconduct.
- Appeals and a national appeals function.

The report explained that aim of the proposals were to provide greater transparency, support for those affected by misconduct, and more robust mechanisms for upholding high standards of ethical conduct among elected and co-opted members.

The Committee discussed the report and it was noted that to enable easier access for complainants the website, processes and access to forms would be reviewed and improved.

Members raised concern that publication of complaints could affect the wellbeing and safety of councillors and their families. It was suggested that the Employee Assistant Programme could be used to support members if needed. The publication of home addresses of members on the website was discussed and advice would be provided by the Monitoring Officer when necessary.

Resolved – That the report be noted.

Final Comment

(Members of the Committee noted that this would be the last meeting for the Vice-Chair of Standards Committee, and thanked Councillor Edwards for her contribution over the years.)

(The meeting started at 6.30 pm and closed at 7.10 pm)

Standards Committee

24 June 2026



Reading
Borough Council
Working better with you

Title	Standards Committee Update
Purpose of the report	To note the report for information
Report status	Public report
Executive Director/ Statutory Officer Commissioning Report	Jayne La Grua, Interim Director of Legal and Democratic Services and Monitoring Officer
Report author	Simon Hill, Acting Democratic Services Manager
Lead Councillor	Councillor Terry, Leader of the Council
Council priority	Ensure Reading Borough Council is fit for the future
Recommendations	That the report be noted.

1. Executive Summary

- 1.1 This report updates Standards Committee on the operation of arrangements put in place to promote and maintain high standards of conduct by the Council's members and co-opted members. The Committee is invited to provide any feedback it deems appropriate.

2. Policy Context

- 2.1 The Council has a duty under section 27 of the Localism Act 2011 to promote and maintain high standards of conduct by its members and co-opted members and to adopt a Code of Conduct that is consistent with the Nolan Principles, addressing the conduct that is expected of members when they are acting in their official capacity as a councillor and/or representative of the Council. Understanding of the Code and expected standards of behaviour should also be embedded through effective member induction and ongoing training.
- 2.2 The Council's Code of Conduct for Members must also include provision for the registration and disclosure of certain categories of financial interests, in accordance with the provisions of the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012, together with any other non-pecuniary interests the Council considers it appropriate for Members to register and disclose.
- 2.3 The responsibility for monitoring the operation of the Members' Code of Conduct and agreeing the arrangements to consider allegations that Councillors have breached the Members' Code of Conduct falls within the jurisdiction of the Standards Committee.

3. Complaints under the Code of Conduct for Councillors

- 3.1 The Council's Code of Conduct for Members appears published on the Council's website at [Councillor Code of Conduct](#).
- 3.2 Complaints against councillors must be submitted in writing. A dedicated webform has been created for the submission of complaints against councillors, which can be found on the Council's website at [Councillor Complaint](#). Complaints may also be emailed directly to Monitoring.Officer@reading.gov.uk.

- 3.3 No complaints under the Code of Conduct for Members have been received during the current municipal year.

4 Register of Interests

- 4.1 The Council's requirements for Councillors to register and declare interests are set out in paragraph 9 of the Members' Code of Conduct.
- 4.2 Each Councillor's Register of Interests, together with any Declarations at Meetings, is published on their profile page in the [Your Councillors](#) section of the Council's website.
- 4.3 These are updated as and when changes are notified to the Monitoring Officer, and all Councillors are asked to review their Register of Interests annually. The last annual review took place during May 2026, when a 100% response rate was achieved.
- 4.4 A composite Register of Interests is maintained by the Monitoring Officer, and a copy of the current register is attached at Appendix 1.
- 4.5 Declarations at meetings are recorded in both the meeting minutes and on the relevant Councillor's profile page.

5. Gifts and Hospitality

- 5.1 Councillors are required to notify the Monitoring Officer of receipt of gifts or hospitality above a value of £25, in accordance with the Members' Code of Conduct.
- 5.2 A Register of Gifts and Hospitality is maintained by the Monitoring Officer and a copy of the register for the current municipal year is attached at Appendix 2. No qualifying gifts or hospitality have been notified during the 2026/27 municipal year. One below threshold declaration has been made.

6. Change of Requirement in relation to Publication of Members' Home Addresses

- 6.1 Section 65 of the English Devolution and Community Empowerment Act 2026, which comes into force on 29 June 2026, inserts a new section 32A into the Localism Act 2011, as follows:

"32A Residential addresses

- (1) *This section applies where a member or co-opted member of a relevant authority notifies the authority's monitoring officer of a disclosable pecuniary interest that includes their usual residential address.*
- (2) *Subject to subsections (3) to (7), the relevant authority's public register must not include that address.*
- (3) *The member or co-opted member may request that their usual residential address be included in that public register.*
- (4) *The member or co-opted member may withdraw a request made under subsection (3).*
- (5) *A request under subsection (3) or a withdrawal of a request under subsection (4) must be made by written notice to the relevant authority's monitoring officer.*
- (6) *Where the member or co-opted member withdraws a request under subsection (4), the monitoring officer must remove the member or co-opted member's usual residential address from the public register.*

- (7) *Withdrawal of a request under subsection (4) does not affect the power of the member or co-opted member to make another request under subsection (3).*
- (8) *Where a member or co-opted member's usual residential address is excluded from a public register under this section, that public register must state that the member or co-opted member has an interest the address of which is withheld under this section.*
- (9) *If section 31(2) [declarations at meetings] applies in relation to the interest, that provision is to be read as requiring the member or co-opted member to disclose not the interest but merely the fact that the member or co-opted member has a disclosable pecuniary interest in the matter concerned.*
- (10) *For the purposes of this section, a person has no more than one usual residential address.*
- (11) *In this section "public register", in relation to a relevant authority, means—*
 - (a) a copy of its register that is made available for inspection, and*
 - (b) any published version of its register."*

6.2 From 29 June 2026, the Council must not publish details of a member's home address in public registers of interest unless an individual member explicitly requests it.

6.3 Otherwise, public registers of interest will still state that an interest exists but that the address is withheld under the new section 32A. The exact address details will still need to be declared to the Monitoring Officer in order to prevent conflicts of interest.

6.4 Further, the register of member contact details maintained under section 100G of the Local Government Act 1972 must no longer include home addresses when made available for public inspection. The practical effect of this is that, where an individual member uses their home address as their correspondence address on their public profile page of the Council's website, this will be amended to c/o Councillor Services.

6.5 Members will be proactively contacted regarding the above changes.

7. Member Training and Development

7.1 All newly elected councillors have attended mandatory Code of Conduct Training, which was delivered in person on 14 May 2026. A copy of the slides appears at Appendix 3.

7.2 The wider 2026/27 Member Induction Programme is currently underway and details of this appear at Appendix 4.

7.3 Refresher code of conduct training will be offered to all members later in the municipal year.

8 Contribution to Strategic Aims

8.1 The Council's strategic aims are underpinned by the ability of members, officers and local residents to participate in democratic processes in the confidence that high standards are maintained. The Members' Code of Conduct and the Standards Committee assist in building and maintaining that confidence.

9 Environmental and Climate Implications

9.1 There are no environmental or climate implications arising from this report.

10 Community Engagement

10.1 There are no Community Engagement implications arising from this report.

11 Equality Implications

11.1 An Equality Impact Assessment is not relevant to the contents of this report.

12 Other Relevant Considerations

12.1 There are none.

13 Legal Implications

13.1 Covered in the body of the report.

14 Financial Implications

13.1 There are no financial implications arising from this report.

15 Timetable for Implementation

15.1 Not applicable.

16 Background Papers

16.1 There are none.

[illegible]

Cllr Rachel Eden	May-26	Company Director, Holy Brook Associates Ltd	Company Director	2022 Election expenses paid for by the Labour and Co-operative Party	None	None	Home address - sensitive interest	Same as Member	None	None	None	None	Shares in Holy Brook Associates Ltd	Shares in Holy Brook Associates Ltd	(1) Director, The Socialist Environment and Resources Association (2) Director, Reading Community Energy Society	(1) Reading Community Energy Society (2) Local Government Information Unit Members Assembly	(1) Labour Party (2) Co-operative Party (3) Treasurer of SERA (4) Fellow of the Chartered Institute of Management Accountants (5) Associate of the Association of Charity Independent Examiners (6) Socialist Health Association (7) Labour Housing Group (8) Labour Business (9) Labour Movement for Europe (10) National Trust (11) Jewish Labour Movement (ally member) (12) Christians on the Left (13) Labour Campaign for International Development (14) Berkshire, Buckinghamshire and Oxfordshire Wildlife Trust (15) Labour Women's Network
Cllr John Ennis	May-26	Senior Probation Officer	HSBC Bank Clerk	Election expenses paid for the Labour Party	None	None	Home address - sensitive interest	Home address	None	None	None	None	None	None	None	(1) Berkshire Local Transport Body (2) Parking and Traffic Regulations Outside London Adjudication Joint Committee (3) Reading Climate Change Partnership	(1) Labour Party (2) Chair of Governors, HolyBrook Special Needs School (3) Thames Valley Branch Chair, Napo
Cllr Alison Foster	May-26	Director of Transformation, Royal Free NHS London Trust	None	Election expenses paid for the Labour Party	None	None	Home address - sensitive interest	None	None	None	None	None	None	None	None	None	(1) Labour Party - Reading West/Mid Berkshire Fund Raising Officer (2) Co-operative Party (3) Unison
Cllr Ian Gavin	May-26	Retired	None	None	None	None	Home address	None	Allotment holder at Scours Lane Allotments	None	None	None	None	None	None	(1) Homes for Reading Ltd Board of Directors (2) Weller Centre Advisory Board	Labour Party
Cllr Paul Gittings	May-26	Company Director, Tricyclesports Ltd	Trade Union Official	Election expenses paid for the Labour Party	None	None	Home address - sensitive interest	Same as Member	None	None	None	None	None	None	Berkshire Outdoor Educational Trust	(1) Association of Public Service Excellence (2) Mid and West Berkshire Local Access Forum (3) Reading Sports Aid Fund (4) Royal Berkshire Fire Authority (5) Thames Valley Police and Crime Panel (substitute)	(1) Labour Party (2) Unite the Union

Cllr Stephen Goss	May-26	Research and Policy Manager at Campaign for Better Transport	Apprentice Occupational Therapist at Reading Borough Council	Election expenses paid for by the Conservative and Unionist Party	None	None	Home address - sensitive interest	None	None	None	None	None	None	None	None	Caversham Park Village Association	Conservative Party
Cllr Wendy Griffith	May-26	(1) Self-employed, virtual PA (2) Social Media and Business Support, Mauve Media Ltd	Mauve Media Ltd	Election expenses paid for the Labour Party	None	None	Home address - sensitive interest	Same as Member	None	None	Allotment holder at Scours Lane Allotments	None	None	None	None	Royal Berkshire Fire Authority	(1) Labour Party (2) Reading Cycle Campaign (3) Reading Humanists (4) Barbados and Friends Association
Cllr Pratikshya Gurung	May-26	(1) Registered Nurse, Royal Berkshire Hospital (2) Director, D&D Brothers Ltd (dormant) (3) residential landlord	Self-employed delivery driver	Election expenses paid for the Labour Party	D & D Brothers Ltd in receipt of Bounce Back loan	None	Home address - sensitive interest	Same as Member	None	None	None	None	Sole shareholder, D & D Brothers Ltd (dormant)	None	None	None	(1) Labour Party (2) Unite the Union (3) Royal College of Nursing (4) Thousand Buddha Reading (Trustee) (5) Buddhist Community Centre (Trustee)
Cllr Andrew Hornsby-Smith	May-26	Owner and sole Director of Baker Street Publications Ltd	None	Election expenses paid for the Labour Party	None	None	Home address - sensitive interest	None	None	None	None	None	None	None	None	Readibus Board of Directors	(1) Labour Party (2) A Call to Action, Catholic Charity - National Secretary
Cllr Graeme Hoskin	May-26	Trade Union Officer for Unison	Self-employed leadership and coaching consultant - Director, Making the Connections Ltd	Election expenses paid for the Labour Party	None	None	Home address - sensitive interest	Same as Member	None	None	None	None	None	None	Director, Making the Connections Ltd	(1) Homes for Reading Ltd (2) Reading Voluntary Action (3) South East Reserve Forces and Cadets' Association (3) Appointed Governor to NHS South Central Ambulance Service	(1) Labour Party (2) Co-Operative Party (3) Trustee of Reading Sea Cadets (4) Socialist Health Association (5) Unite the Union (6) Amnesty International
Cllr Louise Keane	May-26	Social Prescriber, Reading Voluntary Action	CAD Technician, Giamville Structural Engineers	Election expenses paid for by the Green Party	None	None	Home address - sensitive interest	None	None	None	None	None	None	None	None	None	(1) Green Party (2) Katesgrove Community Association (3) Unite Union (4) Registered with Social Work England
Cllr Mark Keeping	May-26	Radiation Protection Officer	Shop Worker	Election expenses paid for the Labour Party	None	None	Home address - sensitive interest	Same as Member	None	None	None	None	None	None	None	AWE Aldermaston, Local Liaison Committee	Labour Party
Cllr Jacopo Lanzoni	May-26	Head of Development for AppFox, Automation Consultants	None	Election expenses paid for the Labour Party	None	None	Home address	None	None	None	None	None	None	None	None	(1) Berkshire Healthcare Foundation Trust, Governor (2) Readibus Board of Directors (3) Reading Sports Aid Fund	Labour Party

Cllr Micky Leng	May-26	Carpenter	Complete Connections Ltd	Election expenses paid for the Labour Party	None	None	Home address	Same as Member	None	None	None	None	None	None	None	(1) Berkshire Strategic Flood Risk Partnership (2) Buckinghamshire, Oxfordshire and Berkshire West Integrated Care Board (Deputy) (3) Citizen's Advice Reading Trustee Board (4) Local Government Association - Conference (5) South East England Councils (substitute) (6) South East England Strategic Leaders (substitute)	(1) Labour Party (2) Unite the Union
Cllr Sarah Magon	May-26	Education Equine Therapy	None	Election expenses paid for by Green Party	None	None	None	None	None	None	None	None	None	None	None	None	Green Party
Cllr Ulrike Magyarosy	May-26	Project Manager, Matinee Multilingual (Translation Services)	Lead Solution Developer, Charles Russell Speechlys LLP (Legal Software Developer)	Election expenses paid for the Labour Party	None	None	Home address - sensitive interest	Same as Member	None	None	None	None	None	None	None	None	(1) Labour Party (2) GMB
Cllr Kathryn McCann	May-26	(1) Communications and Engagement Coordinator at Home Start Reading (2) Marketing Lead at Ethical Reading (3) Self-employed copywriter T/A Kat Creative	Asset Planning Engineer at MBNL (telecoms)	None	None	None	None	None	None	None	None	None	None	None	Junction Arch Heritage and Arts CIC	None	Green Party
Cllr Dave McElroy	May-26	None	Bayer	Election expenses paid for by Green Party	None	None	Home address	Same as Member	None	None	None	None	None	None	None	Royal Berkshire Fire Authority	Green Party
Cllr Ruth McEwan	May-26	Extra Care Scheme Manager, Aster Housing Association	(1) Glass (Reading) Ltd (2) Reading Stained Glass (3) JA and SA London (residential landlords)	Election expenses paid for by Labour Party	None	None	Home address - sensitive interest	(1) Glass (Reading) Ltd, 45 Wokingham Road, RG6 1LG (2) Reading Stained Glass, 213 London Road, RG1 3NY	None	None	None	None	None	None	None	(1) Ridgeway Primary School Governor (2) Reading Community Welfare Rights Unit Management Committee (3) South East Employers	(1) Labour Party (2) Union, Branch Executive Committee (3) Reading Welfare Rights, Trustee
Cllr Finn McGoldrick	Jun-26	Director, SHGH Global Holdings	Member of Parliament	Election expenses paid for by Labour Party	None	None	Home address - sensitive interest	Same as Member	None	None	None	None	None	None	None	(1) Association of Public Service Excellence (2) Thames Valley Police and Crime Panel	Labour Party

Cllr Jenny McGrother	May-26	None	(1) Ruus Record Label (2) Freelance Graphic Designer	Election expenses paid for by Labour Party	None	None	Home address	Same as Member	None	None	None	None	None	None	None	None	(1) Labour Party (2) Prospect Trade Union - Chair of National Appeals Committee (3) Chartered Member of Institute of Occupational Safety and Health
Cllr James Moore	May-26	Product Manager, the LEGO Group	Freelance Ecologist	Election expenses paid by the Liberal Democrat Party	None	None	Home address - sensitive interest	Same as Member	None	None	None	None	None	None	None	None	Liberal Democrat Party
Cllr Alice Mpofu-Coles	May-26	Researcher, University of Reading	Senior Public Relations Manager, Centre for Agriculture and Bioscience International	None	None	None	None	None	None	None	None	None	None	None	None	Local Government Information Unit Members Assembly (Deputy)	(1) Labour Party (2) Co-operative Party (3) University of Reading Court (4) Reading Sports Aid Fund (5) Trustee / Vice Chair of the Alliance for Cohesion and Racial Equality (6) Trustee of City of Sanctuary (national body) (7) Trustee of Reading City of Sanctuary
Cllr Mamuna Naz	May-26	None	Private Hire Business Owner	Election expenses paid for by Labour Party	None	None	Home address - sensitive interest	Same as Member	None	None	None	None	None	None	None	None	Labour Party
Cllr Kaisa Nikulina	May-26	(1) Freelance Ops Advisors for Logistics Business (2) Outreach Worker for local charity	Civil servant	Election expenses paid for by Green Party	None	None	Home address - sensitive interest	Same as Member	None	None	None	None	None	None	None	None	Green Party
Cllr Meri O'Connell	May-26	Teacher at Denefield School	Teacher at Burnham Grammar School	Election expenses paid by the Liberal Democrat Party	None	None	Home address	Same as Member	None	None	None	None	None	None	None	Reading Community Welfare Rights Unit Management Committee	(1) Liberal Democrat Party (2) NEU
Cllr Saadia Saadat	May-26	Zoetis - Digital Automation Specialist (BNNI Region)	None	Election expenses paid for by the Conservative Party	None	None	Home address - sensitive interest	None	None	None	None	None	None	None	Zafar Enterprise Ltd (dormant)	None	(1) Conservative Party (2) National University of Sciences and Technology in Pakistan, Resource Mobilisation Officer
Cllr Daya Pal Singh	May-26	None	None	Election expenses paid for by Labour Party	None	None	(1) Home address (2) Residential Properties (3) Bombay Punjabi, 100 Oxford Road (4) Reading Express / Dots Laundry, 102 Oxford Road (5) Battle Inn, 2 Bedford Road (derelict)	None	None	None	None	None	None	None	None	None	Labour Party
Cllr Baj Singh	May-26	Programme Manager	None	Election expenses paid for by the Conservative Party	None	None	Home address	None	None	None	None	None	None	None	None	Director, Homes for Reading Ltd	Conservative Party

Cllr Alex Smith	May-26	National Framework Director, Kier Construction	None	Election expenses paid for by the Conservative Party	None	None	Home address - sensitive interest	None	None	None	None	None	None	None	None	None	Conservative Party
Cllr David Stevens	May-26	None	None	None	None	None	Home address	Same as Member	None	None	None	None	None	None	None	(1) Conservation Area Advisory Committee (2) Royal Berkshire NHS Foundation Trust - Governor	(1) Labour Party (2) Reading Central Labour Party Treasurer (3) Reading Dusseldorf Association Chair
Cllr Amjad Tarar	May-26	Consultant Solicitor, Pride Law Solicitors	Director, AIT Consultancy Services	None	None	None	Home address	Same as Member	None	None	None	None	None	None	None	(1) Pakistan Community Centre, Reading - Executive Committee Member (2) Maiden Erlegh School Academy - Governor	(1) Labour Party (2) Co-operative Party
Cllr Liz Terry	May-26	Retired	Retired	None	None	None	Home address	Same as Member	None	None	None	None	None	None	None	(1) Berkshire Prosperity Board (2) Buckinghamshire, Oxfordshire & Berkshire West Integrated Care Partnership (3) Earley Charity (4) Improvement & Efficiency Social Enterprise (5) Joint Waste Disposal Board (6) LGA Conference and General Assembly (7) Reading Community Energy Society (8) REDA (9) Royal Berkshire Archives Standing Committee (10) South East Employers (11) South East England Councils (12) South East Strategic Leaders	(1) Labour Party (2) Co-operative Party (3) Unite the Union (4) Director of the Business & Skills Hub Ltd
Cllr Anne Thompson	May-26	Self-employed Translator, Writer and Editor	None	Election expenses paid for by the Liberal Democrat Party	None	None	Home address - sensitive interest	None	None	None	None	None	None	None	None	None	(1) Liberal Democrat Party (2) Trustee of Children Aid to Eastern Europe (3) National Union of Journalists (4) Society of Authors
Cllr Richard Walkem	May-26	Teacher at Kings Group Academy, Prospect School	Private Piano Teacher and Choir Conductor	Election expenses paid for by the Green Party	None	None	Home address - sensitive interest	Same as Member	None	None	None	None	None	None	None	None	(1) Green Party (2) National Education Union (3) Association of Green Councillors

Cllr Rob White	May-26	(1) Gardner (2) Care Worker (3) Computer Scientist	Teaching Assistant at Southcote Primary School	Election expenses paid for by the Green Party	None	None	Home address	Same as Member	None	None	None	None	None	None	None	None	(1) Reading and Wokingham Green Party (2) Association of Green Councillors (3) Newtown GLOBE (4) Reading Cycle Campaign (5) East Reading Safer Neighbourhoods Forum (6) Reading Hydro (7) Reading Community Energy (8) Boom Community Bank
Cllr Josh Williams	May-26	None	System Analyst for IT Corporation	Election expenses paid for by the Green Party	None	None	Home address	Same as Member	None	None	None	None	None	None	None	None	Reading and Wokingham Green Party
Cllr Paul Woodward	May-26	Retired	Chartered Institute of Building Education Manager	Election expenses paid for by the Labour Party	None	None	Home address	None	None	None	None	None	None	None	None	None	Labour Party
Cllr Matt Yeo	May-26	Assistant Lecturer at University of Reading (01/01/2026 - 28/02/2026)	Accountant at EY	Election expenses paid for by the Labour Party	None	None	Home address - sensitive interest	Same as Member	None	None	None	None	None	None	None	AWE Aldermaston - Local Liaison Committee	(1) Labour Party (2) Community Union

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MEMBERS' REGISTER OF GIFTS AND HOSPITALITY

Date	Nature of Gift or Hospitality and Approx Value	Councillor	Offered by?	Accepted?
03 June 2026	Ticket to "Teechers" on 3rd June 2026 (approx value £23.50)	Jacopo Lanzoni	Reading Rep	yes

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New Councillor Induction

14 May 2026

Council structures and decision-making

Jayne La Grua
Director of Legal & Democratic Services
Monitoring Officer



How the Council works: The Constitution

The Council's [Constitution](#) sets out how the Council operates and makes decisions. This is the Council's main governing document. It is arranged in 6 parts:

Part 1: Summary and Explanation

Part 2: Articles

- Structure of the Council

Part 3: Responsibility for Functions

- Responsibilities reserved for Full Council
- Responsibilities delegated to Committees and Sub-Committees
- Delegations to Officers

Part 4: Rules of Procedure

- Operating manual for Council and Committee meetings
- Procedure rules in relation to finances, contracts and officer employment

Part 5: Codes and Protocols

- Councillor (Member) and Officer Codes of Conduct
- Protocol on Member/Officer Relations

Part 6: Member Scheme of Allowances



How the Council works: The Committee System

Governance Model

Reading Borough Council operates a committee system of governance.

The Council is the 'Parent'.

It determines:

- Committee Structures
 - Terms of Reference of Committees
 - Size of Committees
 - Political Proportionality
 - Membership of Committees
 - Scheme of Delegation
-
- Committees must be appointed by full Council
 - Committees must be appointed according to the wishes of political groups

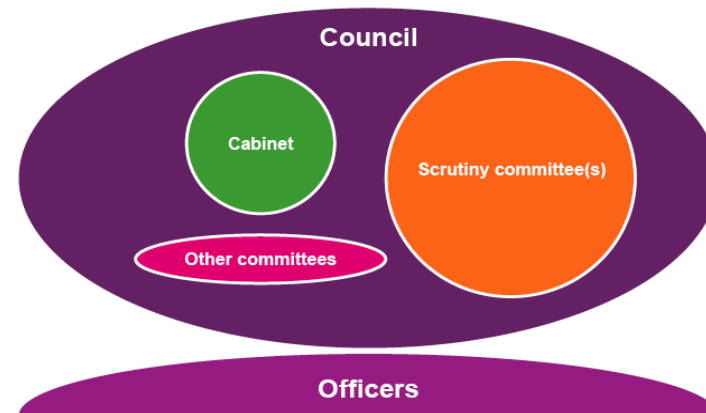


Council governance will change after 2026/27

English Devolution and Community Empowerment Act 2026

- Abolishes the Committee System operated at Reading Borough Council
- The Council will be required to move to a Leader and Cabinet model
- Exact timeframes are to be confirmed, but anticipate new model needing to be implemented for 2027/28 Municipal Year

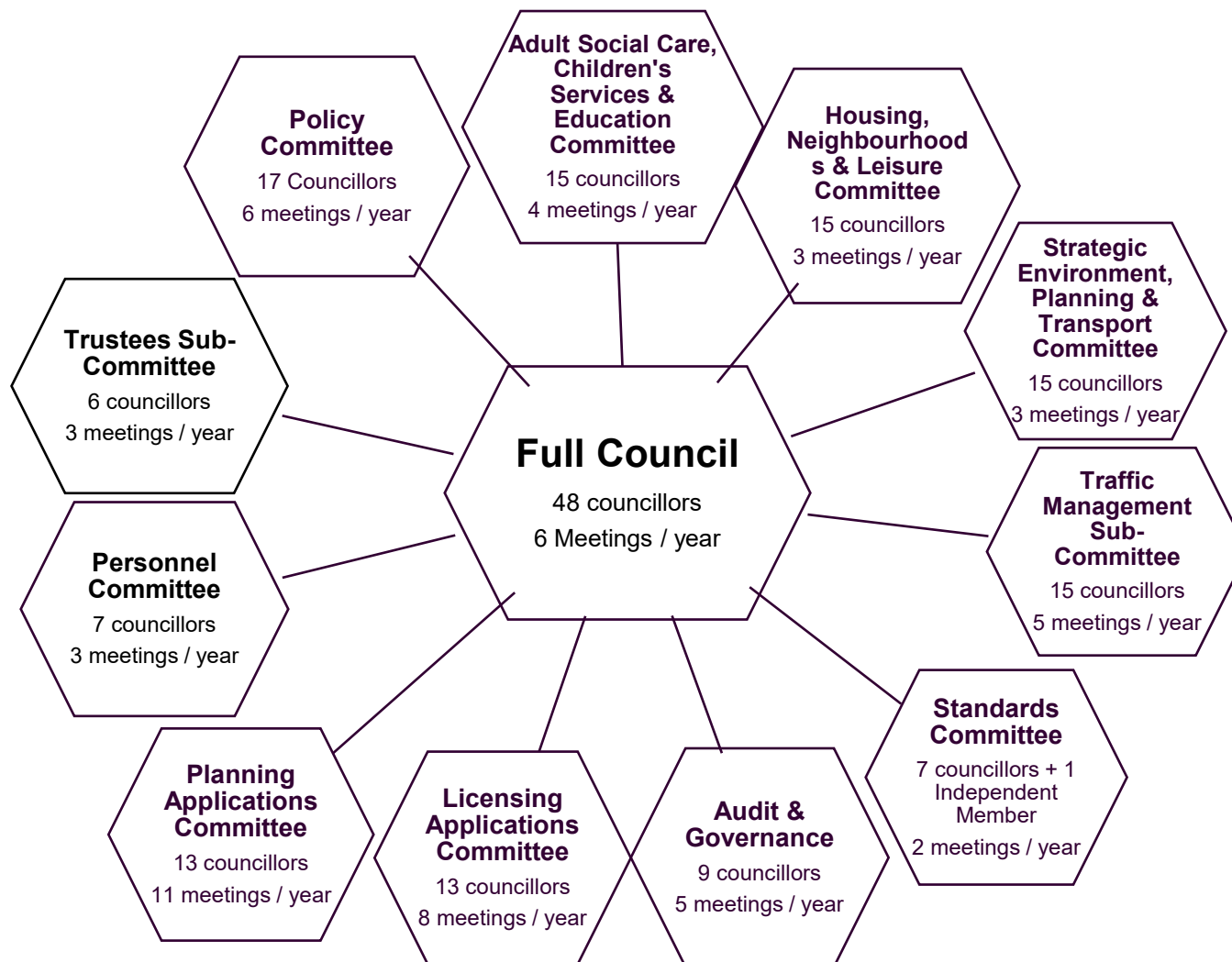
Cabinet model of council governance



Source: Local Government Association (2026)



How the Council works: The Committee System



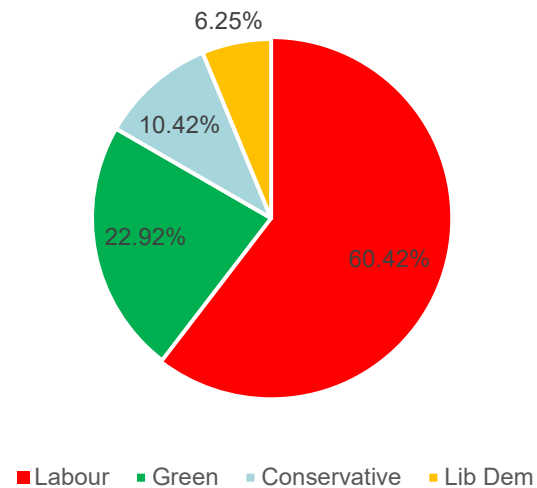
How the Council works: Political Proportionality

- Total number of seats on council committees allocated in proportion to the size of the groups on the council.
- Number of seats on each committee allocated in proportion to the size of groups on the council.
- All seats on a committee cannot be allocated to same group.
- Majority group has a majority of seats on each committee.



How the Council works: Political Proportionality in Reading

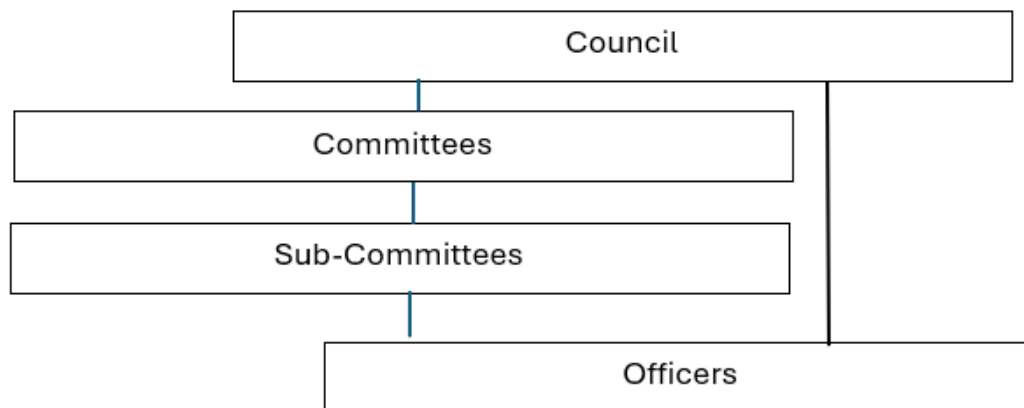
May 2026 / May 2027



How the Council works: Delegated Powers

Functions may be delegated:

- Delegations to committees, sub-committees and officers
- Council appoints its committees
- Committees appoint sub-committees



How the Council works: Other Committees and Forums

The Council may also appoint:

- Advisory Committees
- Joint Committees

Working groups and forums currently include:

- ❖ Standing Advisory Council on Religious Education
- ❖ Access and Disabilities Working Group
- ❖ Arts & Heritage Forum
- ❖ Cleaner Air & Safer Transport Forum
- ❖ Cycle Forum
- ❖ Older People's Working Group



How the Council works: Partnerships

Reading Borough Council does not work in isolation

There are many formal partnerships, which include Councillor membership, including:

- Health & Wellbeing Board
- Safer Reading Partnership
- Berkshire Leaders
- Safeguarding Boards
- Berkshire Fire Authority
- Integrated Care Board

And many more



How the Council Works: Confidential and Exempt Information

Local Government (Access to Information) Act 1985

- Public Access to Information and Meetings
- Public Notice of Meetings
- Access to Agenda and Reports
- Inspection of Background Papers
- Exclusion of the Public
 - Confidential Information
 - Exempt Information
- Access to Minutes



How the Council works: Councillor and Officer roles

Councillors provide the democratic leadership of the Council:

- Represent members of the public
- Provide leadership and direction to the Council
- Scrutinise service delivery

Officers are employees of the Council:

- Implement the policies agreed by Councillors
- Organise and deliver services
- Provide unbiased, professional advice and support to Councillors

Councillors and Officers are indispensable to one another and mutual respect and communication between both is essential for good local government



How the Council works: Councillor and Officer roles

- Councillors and Officers have a collective corporate responsibility
- Their roles are distinctly different
- Codes and protocols in places to support good governance and joint working
 - Councillor Code of Conduct
 - Officers' Code of Conduct
 - Planning Code of Conduct
 - Protocol on Member/Officer Relations
 - Working with Reading's MPs guidance
 - Council Publicity and Elections

Councillors	Officers
Accountable to the electorate	Accountable to the council
Community leader for a ward	Serve the whole council
Add a political dimension	Politically impartial
Set high level policy / strategy	Ensure operational delivery
Involved in senior appointments	Day to day staff management



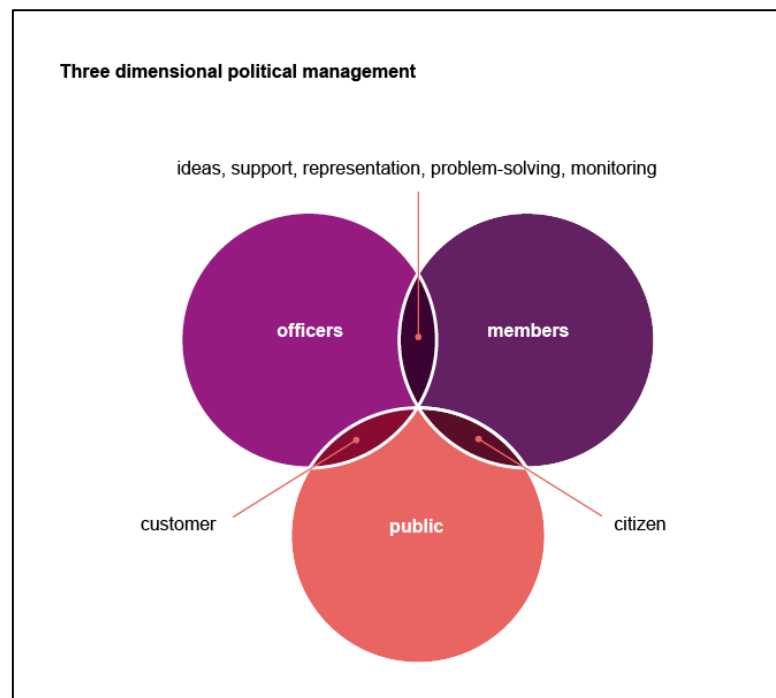
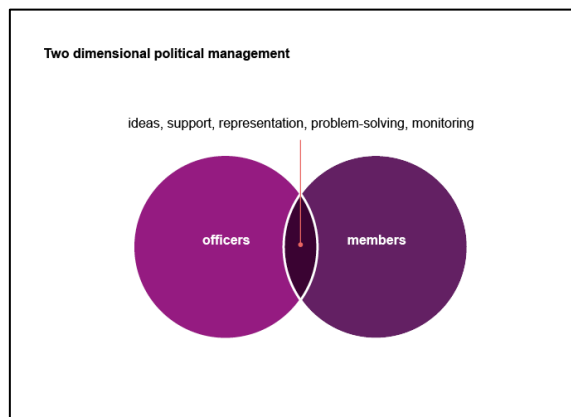
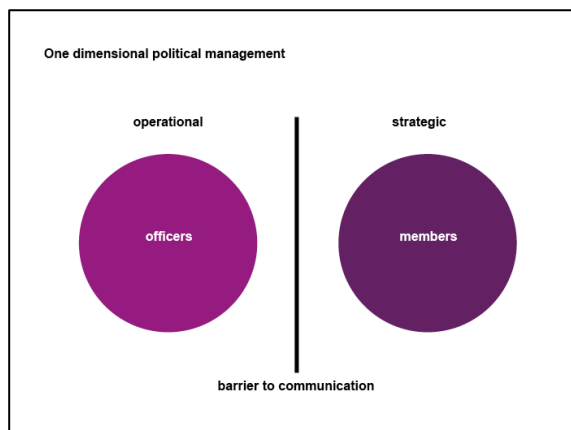
How the Council works: Statutory Officers

In reaching their decisions, councillors must have regard to the advice given by officers and, in particular, that offered by statutory officers:

Statutory Officer Role	Post Holder at Reading
Head of Paid Service (Chief Executive) <i>(Section 4 of the Local Government and Housing Act 1989)</i>	Jackie Yates
Chief Financial Officer <i>(Section 151 of the Local Government Act 1972)</i>	Darren Carter
Monitoring Officer <i>(Section 5 of the Local Government and Housing Act 1989)</i>	Jayne La Grua
Director of Children's Services <i>(Section 18 of the Children Act 2004)</i>	Lara Patel
Director of Public Health <i>(Section 73A of the National Health Service Act 2006)</i>	Matthew Pearce (shared with West Berkshire)



Councillor and Officer working in practice



Source: Local Government Association (2026)



Culture and Governance Failings in Local Authorities – Lessons from recent interventions MHLGC – June 2020

"Our analysis shows that one common characteristic of recent ... interventions is weakness in the local authority's culture and governance."

"The ***culture*** of a local authority is determined by its shared values and beliefs, how decisions are made as well as how elected members and officers behave, interact and carry out their roles."

"***Governance*** refers to the ways in which the organisation is governed and to what purpose. It encapsulates policies, procedures, the way in which decisions are made and how decision-makers are held to account."



Ethical Standards: Councillors' Code of Conduct

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Jayne La Grua
Director of Legal & Democratic Services
Monitoring Officer



Code of Conduct

The role of councillor is a vital part of local democracy

It is therefore key that Councillors are held accountable and to high standards while fulfilling their role

We want the role of Councillor to be one that people aspire to

The public have high expectations of Councillors and entrust them to represent their local area, take decisions fairly, openly and transparently

Our Councillor Code of Conduct is designed to protect the democratic role of Councillors, encourage good conduct and safeguard the public's trust in local government



Code of Conduct: Nolan Principles

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

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership



Code of Conduct: General Principles

In accordance with the public trust placed in me, on all occasions:

- I act with integrity and honesty
- I act lawfully
- I treat all persons fairly and with respect
- I lead by example and act in a way that secures public confidence in the role of councillor

In undertaking my role:

- I impartially exercise my responsibilities in the interests of the local community
- I do not improperly seek to confer an advantage, or disadvantage, on any person
- I avoid conflicts of interest
- I exercise reasonable care and diligence
- I ensure that public resources are used prudently in accordance with my local authority's requirements and in the public interest



Code of Conduct: When does it apply?

As soon as you sign the declaration of acceptance of office

The Code of Conduct applies to you when you are acting in your capacity as a Councillor

This includes all forms of communication and interaction

- Face to face meetings
- Online or telephone meetings
- Written communication
- Verbal communication
- Non-verbal communication
- Social media communication, posts, statements and comments (including likes)

You are expected to uphold high standards of conduct and show leadership at all times when acting as a Councillor



Code of Conduct: As a Councillor...

Respect

- I treat other Councillors and members of the public with respect
- I treat local authority employees, employees and representatives of partner organisations and those volunteering for the local authority with respect and respect the role they play

Bullying harassment and discrimination

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- I do not bully any person
- I do not harass any person
- I promote equalities and do not discriminate unlawfully against any person

Impartiality of Officers of the Council

- I do not compromise, or attempt to compromise, the impartiality of anyone who works for, or on behalf of, the local authority



Code of Conduct: As a Councillor...

Confidentiality and access to information

- I will seek advice from the Monitoring Officer before releasing any paper which is marked, or could reasonably be assumed to be, confidential or exempt
 - I do not improperly use knowledge gained solely as a result of my role as a Councillor for the advancement of myself, my friends, my family members, my employer or my business interests
- I do not prevent anyone from getting information that they are entitled to by law

Disrepute

- I do not bring my role or local authority into disrepute

Use of position

- I do not use, or attempt to use, my position improperly to the advantage or disadvantage of myself or anyone else



Code of Conduct: As a Councillor...

Use of local authority resources and facilities

- I do not misuse council resources
- I will, when using the resources of the local authority or authorising their use by others:
 - Act in accordance with the local authority's requirements; and
 - Ensure that such resources are not used for political purposes unless that use could reasonably be regarded as likely to facilitate, or be conducive to, the discharge of the functions of the local authority or of the office to which I have been elected or appointed

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Protecting your reputation and the reputation of the local authority

- I register and disclose my interests



Code of Conduct: As a Councillor...

Gifts and hospitality

- I do not accept gifts or hospitality, irrespective of estimated value, which could give rise to real or substantive personal gain or a reasonable suspicion of influence on my part to show favour from persons seeking to acquire, develop or do business with the local authority or from persons who may apply to the local authority for any permission, licence or other significant advantage
I register with the Monitoring Officer any gift or hospitality with an estimated value of at least £25 within 28 days of its receipt
- I register with the Monitoring Officer any significant gift or hospitality that I have been offered but have refused to accept



Code of Conduct: Registration & disclosure of interests

- What must be registered and when?
- What must be disclosed and when?
- What are the rules on participation and withdrawal from a meeting?
- When might dispensations be allowed?



Code of Conduct: Overview of Localism Act 2011

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- Duty to promote and maintain high standards of conduct
- Local authorities must adopt a Code dealing with the conduct expected of Members when acting as such
- Each Code must include appropriate provisions for the registration and disclosure of DPs and 'other' interests
- A Code must be consistent with the 7 Principles of Public Life
- Arrangements to investigate and decide on alleged breaches



Code of Conduct: Registering Interests

- Before the end of 28 days beginning with the day a person becomes a Member, they must notify the Monitoring Officer of any 'disclosable pecuniary interests'.
- Members must also notify the Monitoring Officer of any changes to their registered interests within 28 days.

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As well as registering their DPIs, Members must also register other interests:

- As required by their authority's code; or
- Their duty to act in conformity with the 7 Principles of Public Life, e.g. membership of a Trade Union.



Code of Conduct: Disclosable pecuniary interests

❖ Defined as a Member's business interests and include:

- Employment or trade
- Sponsorship
- Contracts
- Land or property
- Licences
- Corporate tenancies
- Securities

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❖ A 'DPI' is an interest of the Member or their partner, which means spouse or civil partner, a person with whom they are living as husband or wife, or a person with whom they are living as a civil partner.



Code of Conduct: Disclosable pecuniary interests

Members with a disclosable pecuniary interest must:

1. Declare the interest;
2. Not participate, or vote;
3. Leave the room (subject to any dispensation).

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These prohibitions apply to any form of participation, including speaking as a member of the public.



Code of Conduct: Other interests

Some examples:

- Appointments made by the Council to any Outside Bodies
- Membership of charities
- Membership of trade unions
- Membership of lobbying or campaign groups
- Governorships of schools or colleges in the Council area
- Membership of voluntary organisations in the Council area

Declare at meeting but may speak and vote.



Code of Conduct: Dispensations

Members may apply for a dispensation

- Councils may grant a dispensation to permit Members to take part in the business of the Council even if they have a **DPI** relating to that business
- Members do not need a dispensation to take part in the business of setting the council tax or local arrangements for council tax support, which effect the generality of the public in the area of the authority.



Code of Conduct: Criminal Offence

It is a criminal offence if, without reasonable excuse, a Member:

- Fails to tell the Monitoring Officer about his/her DPIs, either for inclusion in the register or to update the register; or
- Knowingly or recklessly provides false or misleading information.
- The penalty is a fine of up to £5,000 and disqualification from holding office as a councillor for up to 5 years.



Code of Conduct: What if I'm not sure?

The Monitoring Officer has statutory responsibility for the implementation of the Code of Conduct

You are encouraged to seek advice from the Monitoring Officer on any matters that may relate to the Code of Conduct



Code of Conduct: CSPL Review

- Report of [Committee on Standards in Public Life](#) published in January 2019
- A requirement for high standards of conduct
 - Evidence of misconduct relating to:
 - Bullying & harassment
 - Disruptive behaviour
 - Persistent & repeated misconduct
- Risks in relation to declarations of interest, conflicts of interest and gifts & hospitality



Code of Conduct: CSPL Recommendations

- LGA to create an updated model Code
- Add requirement to declare unpaid directorships, trusteeships, management roles in charities and other bodies of a public nature.
- Register of gifts & hospitality.
- Stronger role for independent persons.
- Robust sanctions for serious or repeated misconduct.



Code of Conduct: Government Consultation

[Strengthening the standards and conduct framework for local authorities in England – consultation results and government response - GOV.UK](#)

Proposed reforms:

- Mandatory Code of Conduct
- Mandatory Standards Committees
- Publication of all code of conduct investigation outcomes
- Introduction of sanction of suspension
- Disqualification for multiple breaches and gross misconduct
- Appeals



Staying safe

Jayne La Grua
Monitoring Officer



Staying safe: some key tips

- Report concerns to the Police:
 - In an emergency, always call 999
 - If not an emergency, call 101 (or report online)
- To withhold your number when calling, dial 141 then the full telephone number
- Save an 'In Case of Emergency' (ICE) contact in your phone
- Safety Apps are available so others know where you are (Hollie Guard, Life360, Bsafe)

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Know what personal information about you is online:

- Using 'incognito' mode, carry out a vanity search
- Submit a Google remove request
- Set up a Google notification which alerts you when information about you is published online
- Make a request to blur your home on Google Street View
- Remember to check Companies House
- Work in pairs or teams, including for your Ward Surgeries

Further advice is available at www.local.gov.uk



Questions

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Jayne.LaGrua@reading.gov.uk



LGA Resources

[Briefing for new councillors | Local Government Association](#)

[Councillor conduct and standards | Local Government Association](#)

[A councillor's workbook on effective councillor/ officer relationships | Local Government Association](#)

[Handling abuse and intimidation | Local Government Association](#)



Member Induction Programme 2026

Date and Time	Title	Summary	Supporting Officers	Location / Format
Thurs 7 May	Polling Day	-	-	-
Fri 8 May early hours	Results	Issue Member Induction Pack at Count when new Councillors sign the Declaration of Office	-	-
Mon 11 May	New Councillors officially take office	-	-	-
Mon 11 May	For Info: Conservative Group Lib Dem Group			
Mon 11 May – Weds 13 May	121 Introduction with Councillor Services (to be booked in advance)	- Intro with the Monitoring Officer - Review of declaration of interest form	Jayne La Grua	Civic Centre 121s to be booked by EA Team
		- Intro to the Cllr Services Team - ID Pass issued - How to log enquiries - Tour of Civic Centre and Councillors' Area	Cllr Services FM Team	Civic Centre Timings to align with 121s with MO
Thurs 14 May 10am – 4pm	Induction <i>Mandatory for new Councillors</i>	- Meet CMT (10-11am) and overview of Directorates - Role of a Councillor (Member/Officer Protocol) (11am-11:30am)	Jackie Yates Louise Duffield Emma Gee Lara Patel Melissa Wise	Mayors Parlour (Booked)

Date and Time	Title	Summary	Supporting Officers	Location / Format
		Structures, decisions and partnerships (11:30am-12:15pm)	Darren Carter Jayne La Grua Matt Pearce	
		- Code of Conduct (1 - 2:30pm) - Staying safe (2:30 – 2:45pm)	Jayne La Grua Louise Duffield	
		Communications and media / social media (2:45 - 3:30pm)	Louisa Dean	
Fri 15 May 1 – 4pm	^ IT and Cyber Security <i>Mandatory for new Councillors</i>	- Issue IT kit & - Cyber security (1-4pm)	Louise Duffield Digital Services Councillor Services	Council Chamber (Booked)
Tues 19 May 7 – 8:30pm (NB: Committees Briefing at 5:30pm)	^ Information Governance and training <i>Mandatory for all Councillors</i>	- Modern.Gov demo (7 – 7:30pm) - GDPR and responsibilities (7:30 - 8:15pm) - Introduction to Learning Pool (8:15- 8:30pm)	Digital Services Democratic Services HR – for Learning Pool	Council Chamber (Booked)
Weds 20 May 6 - 8pm	^ Introduction to Finance	- Introduction to RBC budget and MTFS - Funding sources - Council Tax and Council Tax support - Role of S151	Darren Carter Finance Team	Council Chamber (Booked)
Weds 27 May	Annual Council	-	Democratic Services Councillor Services	Reading Town Hall

Date and Time	Title	Summary	Supporting Officers	Location / Format
Mon 1 June 6 - 8pm (NB: Planning Panel at 5-6pm)	^ Planning Induction <i>Mandatory for all Planning Committee Members</i>	• Introduction to planning law • Local Plan summary • Planning code of conduct • Planning decisions and appeals	Julie Williams Mark Worringham Plus Planning Solicitor (if available)	Virtual Teams
Weds 3 June 10am - 3pm	^ Licensing Induction <i>Mandatory for all Licensing Committee Members</i>	• Introduction to licensing law • Local policy summary • Decision making	Licensing Team External legal support (Institute of Licensing?)	Mayor's Parlour (Booked)
Thurs 11 June 6:30 – 8pm (NB: Using Member Briefing slot)	^ Introduction to Adult social care, health and safeguarding	• Introduction to adult's services • Social care needs assessment process • How we work with health and voluntary sectors • Safeguarding responsibilities and referral route • Public Health	Melissa Wise Lara Fromings Jo Purser Matt Pearce	Virtual Teams
Tues 16 June 7 – 8:30pm (NB: Committees Briefing at 5:30pm)	^ Introduction to Children's Services: Safeguarding, education and being a Corporate Parent <i>Mandatory for all councillors</i>	• Introduction to children's services • Social care needs assessment process brief summary • SEND • How we work with schools • Safeguarding responsibilities and referral route • Corporate parenting responsibilities	Lara Patel Brian Grady Kelly Hallet Lisa James	Virtual Teams

Date and Time	Title	Summary	Supporting Officers	Location / Format
Weds 24 June 7 – 8:30pm	^ Introduction to Housing & Communities Services	• Introduction to children's services • Housing services and structures • Homelessness service and duties • Tenancy services • Online housing account demos • Community Safety and ASB	Bryony Hall Natalie Waters Housing Management Team	Virtual Teams
Tues 7 July 6:30 – 8pm (NB: Using Member Briefing slot)	^ Introduction to Economic Growth and Neighbourhood Services	• Introduction to services and structures • How to log service requests	Emma Gee DEGNs DMT	Virtual Teams
July – August (3 per month) ^	^ Learning Pool courses: • Health & Safety Level 1 • Equality & Diversity • Unconscious Bias • Prevent Agenda	-	N/A	Virtual Teams
Ongoing	^ eLearning via Learning Pool, LGA and Member Briefings, including: • Personal Safety • Understanding Mail Screening & Security	https://www.local.gov.uk/our-support/councillor-hub	N/A	

^ these induction events are offered to all councillors, not just newly elected councillors

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of the Local Government Act 1972.

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