

<b>LONDON BOROUGH OF CAMDEN</b>	<b>WARDS:</b> All
<b>REPORT TITLE</b> Standards Induction Training for Councillors after the 2026 Local Elections	
<b>REPORT OF</b> Borough Solicitor	
<b>FOR SUBMISSION TO</b> Standards Committee	<b>DATE</b> 26 <sup>th</sup> January 2026
<b>SUMMARY OF REPORT</b> <p>This report sets out the suggested standards element of the Member induction programme for after the May 2026 local elections and seeks further input from Standards Committee.</p>	
<b>Local Government Act 1972 – Access to Information</b> <p>No documents that require listing have been used in the preparation of this report.</p>	
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<b>RECOMMENDATIONS</b> <p>That Standards Committee:</p> <ol style="list-style-type: none"> <li>Comment on the current proposed induction programme for Members after the 2026 local elections concerning standards issues and training; and</li> <li>Endorse the compulsory nature of the standards specific training.</li> </ol>	

Signed:



Borough Solicitor

Date: 14 January 2026

## **1. Purpose of Report**

- 1.1. The Council will have whole borough elections on the 7<sup>th</sup> May 2026.
- 1.2. There are a significant number of councillors who have confirmed they will not be standing for re-election and therefore there will certainly be another significant cohort of new councillors. It is therefore important to be prepared to induct a large number of new councillors.
- 1.3. An induction programme is important to provide new councillors with essential information to orientate them to their new role. It enables new councillors to quickly become familiar with how the Council operates and the complexities of their role. However, it can also be a good opportunity to remind and refresh returning councillors of some of the basics of their role as well as some of the upcoming challenges. It is important that all new and returning Members are brought up to speed quickly on standards issues to avoid any inadvertent breaches of the Councillor Code of Conduct ('the Code').
- 1.4. The induction programme also provides an opportunity to set a positive tone, establish clear roles and responsibilities and to build positive working relationships from the outset. These are all essential to effective local government. Raising awareness of the Member-Officer Protocol is fundamental to this aim.
- 1.5. This report seeks input from Standards Committee as to a proposed induction programme with regard to those parts that relate to standards issues.

## **2. Current proposals**

- 2.1. The current overall structure, which is subject to development, envisages:
  - A short introductory half day on the Saturday following the election – dealing with key practical arrangements and corporate challenges.
  - A session for all Members on the following Wednesday, building on the Saturday session to include, for example how the council works, how councillors influence decision-making, local government finance, Code of Conduct;
  - A more detailed and bespoke series of follow up events.
- 2.2. The initial programme (the Saturday and Wednesday events) is designed to provide Members with the basic information they need to function in their role, including in meetings. The rest of the induction programme would then be delivered within approximately six months with training that is essential to the role held within the first two months of the election.
- 2.3. As well as during the main induction events outlined above, standards issues will also be touched upon in the context of more specialised training events, such as licensing and planning training. In addition, there will be courses that explore equality and diversity, which have a standards element to them.

2.4. While allowing and encouraging physical attendance at the training, sessions will also be recorded for viewing later via the Members' training website.

### **3. Issues and challenges**

3.1. As ever there are challenges to delivering the induction programme:

- Engagement by more experienced Members who may consider that they will be hearing nothing they do not already know, particularly regarding standards.
- Ensuring that the sessions pass on important information while not lecturing Members or overloading them.
- Making the sessions interesting, whilst also informative.
- Considerable post-election fatigue for both officers and Members.

3.2. To help address those challenges, Standards Committee can provide, through its response to this report, clear expectations in terms of both the content for Members to be inducted on, but also how Members should engage with the induction programme.

### **4. Standards areas that will be covered over the course of the programme**

4.1. It is planned that the first two events in the induction programme will cover all the key areas of the standards framework:

- The Code of Conduct generally and its obligations upon Members.
- Registers of interest: the obligations and need for updating.
- Gifts and hospitality: declaring publicly and need to keep updated.
- Declaring interests at meetings.
- Bias and predetermination.
- The Member/Officer Protocol and how to manage interactions appropriately with officers.
- How to complain.
- How to take part in decision-making as a private citizen.
- Key danger areas for Members, including social media guidance.

4.2. Under Section 27(1) of the Localism Act 2011, local authorities "must promote and maintain high standards of conduct by members and co-opted members of the authority." Officers believe that the approach set out above in terms of format and content meets the Council's duty to promote and maintain standards as required.

4.3. Officers are exploring options for a mandatory refresher training module on the standards framework mid-term.

**5. Issues for Standards Committee**

- 5.1. The Committee is invited to comment on the proposals as set out, particularly in respect of the areas of the standards framework. The Committee may also wish to specify any other standards areas to be covered in the induction.
- 5.2. The Committee is also asked to note that the two sessions that will cover standards generally – the Saturday 9<sup>th</sup> and Wednesday 13<sup>th</sup> May events – are proposed as mandatory sessions for all Members, whether new and returning, and asked to endorse this position.

**6. Comments of the Director of Finance**

- 6.1. The Director of Finance has been consulted and has no comments to add.

**7. Legal Comments of the Borough Solicitor**

- 7.1. This is a report of the Borough Solicitor and there are no other legal comments.

**8. Environmental Implications**

- 8.1. There are no environmental impacts.

**REPORT ENDS**