

## Appendix 2: Code of Conduct Complaints Activity

Ref	Council	Date	Allegations	Breach type	Decision Notice	Outcome/Status
COM 322, 323 and 324	Town	04.01.21	<p>The Member made a post on Facebook suggesting the removal of an officer post from the Town Council. There was also a suggestion that the Member required that the officer to attend a budget workshop meeting where he sought to single out the officer.</p> <p>The Member published an email between a Member and an officer of the Council on social media which is considered to be a data breach and has been reported to the ICO.</p> <p>There have been instances since November 2019 to December 2020 where the Member has targeted the Complainant and undermined the Complainants role within the Council by making comments at meetings and on social media. It is alleged that the conduct of the Member amounts to a breach of the code as well as the social media policy and member officer protocol.</p>	<ul style="list-style-type: none"> <li>• Respect.</li> <li>• Bullying or intimidatory behaviour.</li> <li>• Not to disclose confidential information.</li> <li>• Must act in accordance with all procedures.</li> </ul>	<p>14.05.21 (investigation referral)</p> <p>09.08.21 (standards hearing panel)</p>	Referred for consideration by Panel of the Standards Committee.
COM 327 and 345	Town	19.01.21	An Employment Tribunal claim was brought against the Council. The Tribunal in its Judgement dated the 4th January 2021 upheld two allegations, namely that the employee had been unfairly dismissed and was subject to	<ul style="list-style-type: none"> <li>• Respect.</li> <li>• Not to intimate or improperly influence.</li> </ul>	09.03.21	Referred for investigation

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			<p>disability discrimination by way of a failure to make reasonable adjustment. The Complainant was not the Claimant in the Employment Tribunal but is aware of the Judgement which has been widely reported. The Complainant asserts that the conduct of the Council as recorded in the Judgement demonstrates breaches of the code.</p> <p>A further complaint was presented regarding the conduct of the members at the meeting on 15 March 2021.</p>	<ul style="list-style-type: none"> <li>• Not to compromise the impartiality of anyone who works for or on behalf of the Council.</li> <li>• Disrepute.</li> <li>• Comply with any Standing Orders, policies and procedures adopted by the Council .</li> <li>• Not to disclose confidential information.</li> </ul>		
COM 338 and 339	Town	19.02.21	The Complainant considers the tone and language used in emails amount to a breach of the code.	<ul style="list-style-type: none"> <li>• Disrepute.</li> <li>• Bullying or intimidatory behaviour.</li> <li>• Respect</li> </ul>	24.08.21	No further action The conduct of the Member did not amount to a breach of the code. The Complainant was reminded that she too is subject to the Code of Conduct.
COM 347	Parish	22.04.21	It is alleged that the complainant was subject to a barrage of verbal abuse at a Council meeting from those complained of.	<ul style="list-style-type: none"> <li>• Respect</li> <li>• Bullying or intimidatory behaviour.</li> <li>• Disrepute</li> </ul>		In progress
COM 350	Parish	28.05.21	It is alleged that on 9 September 2020 the member failed to declare an interest on an item relating to the allotments of which she is a tenant.	<ul style="list-style-type: none"> <li>• Respect</li> <li>• Bullying or intimidatory behaviour.</li> <li>• Disrepute.</li> </ul>	13.08.21	Local Resolution The posts made on social media were not made by the Member and of the one post made, this was in the

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			The member as part of her election campaign used a public village Facebook page to advertise litter picks. On 4 <sup>th</sup> May the Member and her partner posted false allegations and commented on the complainants conduct on the public village Facebook page.	<ul style="list-style-type: none"> <li>To declare interests on matters where an interest exists.</li> </ul>		personal capacity and the allegations made in the were reported to the police for action. In respect of the interest, the Member was recommended to review her interest form within 28 days of the decision notice and keep this under regular review during her term of office.
COM 351	County and Parish	08.06.21	It is alleged that the Member failed to declare an interest and misrepresented the views of a local Councillor.	<ul style="list-style-type: none"> <li>Be accountable.</li> <li>Behave in accordance with all legal obligations.</li> <li>policies, protocols and procedures.</li> <li>Value colleagues and staff and engage with them in an appropriate manner.</li> <li>Respect.</li> <li>Disrepute.</li> </ul>	13.08.21	No further action The Member did not have an interest to declare in respect of the application. In relation to the allegation that the views of the complainant were misrepresented was not considered a breach, but advice was issued within the decision notice to make the identity of individuals clear in applications to avoid confusion.
COM 352	Town	08.06.21	It is alleged that the Member failed to acknowledge both the complainant and his wife who had a stall at the event. The complainant considered this to be abject ignorance and made the complainant and his wife, who were new to the area, feel that they were unwanted at the event or in the area.	<ul style="list-style-type: none"> <li>Respect.</li> </ul>	13.08.2021	Local resolution There was no finding of a breach of the code in respect of the conduct of the Member at the event. It was recommended that the Council undertake equality and diversity training to ensure that they continue to

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						promote high ethical standards.
COM 353	Town	17.06.21	The Member sent an email to the Clerk and Councillors containing information which was from a member of the public relating to a legal dispute which was marked without prejudice and confidential.	<ul style="list-style-type: none"> <li>• Disrepute.</li> <li>• Not to disclose confidential information.</li> <li>• Comply with any Standing Orders, policies and procedures adopted by the Council.</li> </ul>	07.07.21	No further action The member had permission to share the information with the councillors and clerk.
COM 354, COM 357 COM 361, COM 362 and COM 365	Parish	June - August	The complaint relates allegations relating to multiple members of the council.	<ul style="list-style-type: none"> <li>• Respect</li> <li>• Disrepute.</li> <li>• Bullying or intimidatory behaviour</li> <li>• Not to disclose confidential information.</li> <li>• Must act in accordance with all procedures.</li> </ul>		In progress.
COM 342, 355 and COM 366	Parish and County	June - August	It is alleged that the Member has not acted in accordance with the code of conduct, alleging that he has been abusive, threatening and intimidating. The allegations are made by former Councillors and members of the public.	<ul style="list-style-type: none"> <li>• Respect.</li> <li>• Disrepute.</li> <li>• Bullying or intimidatory behaviour.</li> </ul>		In progress.
COM 356	Town	23.06.21	The Member made a post on social media which was said to be a breach of	<ul style="list-style-type: none"> <li>• Respect.</li> <li>• Disrepute.</li> </ul>	13.08.21	No further action

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			the standing orders and in turn the Code of Conduct.			The wording of the post was not considered a breach. The wording did not confirm an action of the Council simply that this would be looked at not confirming that this has been agreed and would be done.
COM 358	Parish	23.06.21	The Complainant does not consider that the correct process was followed by the Parish Council for the co-option of the complainant which was considered on 3 <sup>rd</sup> June.	<ul style="list-style-type: none"> <li>Comply with any Standing Orders, policies and procedures adopted by the Council</li> </ul>		In progress
COM 359	County	05.07.21	It is alleged that the Member at a planning committee: (1) made a statement about a call with the complainant which was factually incorrect; (2) the statement about the complainant it could be inferred that the complainant has lied or mislead; (3) did not have a mandate to speak on behalf of the Sedgefield Town Council at the meeting; and (4) the comments towards the officer regarding the accuracy of the report presented at the committee was disrespectful.	<ul style="list-style-type: none"> <li>Bullying or intimidatory behaviour</li> </ul>		In progress.

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COM 364	Town	15.07.21	The Councillor posted content on social media which was said to be contrary to the code.	<ul style="list-style-type: none"> <li>• Respect</li> <li>• Bullying or intimidatory behaviour.</li> <li>• Not seek to improperly confer an advantage or disadvantage on any person.</li> <li>• Comply with any Standing Orders, policies and procedures adopted by the Council</li> </ul>	13.08.2021	Referred for investigation.
COM 368	County	30.07.21	It is alleged that leaflet produced relating to the Energy Recovery Facility (ERF) contains an incorrect statement which is said to mislead the public.	<ul style="list-style-type: none"> <li>• Value colleagues and staff.</li> <li>• Respect</li> <li>• Disrepute</li> </ul>		In progress.
COM 369	County and Town	02.08.21	It is alleged that the Member has been abusive towards fellow Councillor and has a pattern of bullying towards the complainant.	<ul style="list-style-type: none"> <li>• Respect</li> <li>• Disrepute</li> </ul>		In progress.