

Appendix 2: Code of Conduct Complaints Activity

24 February 2024 – 20 May 2024

Ref	Date Received	Council	Complainant type	Summary of Allegation(s)	Breach type	Decision Notice	Outcome/Status
COM 393 COM 397	5-April-22 19-April-22	Town	Officer Member	That the Subject Member has, in emails and on social media, been disrespectful towards fellow Councillors and an Officer of the Council.	<ul style="list-style-type: none"> - Respect - Bullying - Failing to follow procedure / policy (member officer protocol) 	28-Sep-23	Standards Committee Hearing Panel Outcomes: <ul style="list-style-type: none"> • Censure - Completed • Training on Member/ Officer relations – Completed
FS-Case-479253074	18-Jan-23	Parish	Member	Members have given false statements during a Parish Council Meeting. Members have approved a contract on behalf of a landowner.	<ul style="list-style-type: none"> - All aspects of the Code of Conduct 	25-Oct-23	Dealt with under a collective decision notice 13 complaints in total in which 4 were NFA. Complaints; FS-Case-479253074, FS-Case-479484178, FS-Case-479665269, FS-Case-480006325, FS-Case-480451746, FS-Case-482384231, COM 414, FS-Case-511652546 and FS-Case-527404494 Referred for Investigation.
FS-Case-479484178	18-Jan-23	Parish	Member				
FS-Case-480006325	18-Jan-23	Parish	Member				
FS-Case-479665269	18-Jan-23	Parish	Public				
FS-Case-480451746	19-Jan-23	Parish	Public				
FS-Case-482384231	30-Jan-23	Parish	Member				
COM 414	8-Feb-23	Parish	Member				

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FS-Case-527404494	28-Jun-23	Parish	Public				
FS-Case-511652546	29-Apr-23	Parish	Member				
FS-Case-485616401	09-Feb-23	County	Officer	The complainant alleges that the Subject Member posted confidential information on social media.	<ul style="list-style-type: none"> - Disclosing Confidential Information - Bringing the Role of Member or Local Authority into disrepute. 	16-Mar-23	Local Resolution – Code of Conduct training focussing on the confidentiality requirement. – Member has declined training.
COM 415	15-Mar-23	Parish	Officer	Accusations of bullying	<ul style="list-style-type: none"> - Respect - Bullying and Harassment - Value colleagues 	17-May-23	No further action due to Cllrs resigning.
FS-Case-505549532	05-April-23	County	Officer	The complaint raises concern about the subject member's alleged ill treatment of staff and bullying and harassment of Council Officers. The complaint also details concerns about your alleged use of social media and the Press to unfairly criticise officers and make inaccurate and inflammatory statements about the Council, Officers of the Council and the Council's Area Action Partnerships. Additionally, the complaint includes the alleged failure to adhere to the Member-Officer Relations Protocol	<ul style="list-style-type: none"> - Failure to act in accordance with Member-Officer Relations Protocol - Respect - Bullying 	12-Oct-23	Referred for Investigation.

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FS-Case-511445732	28-Apr-23	County	Officer	The complaint relates to comments made by the two Subject Members in an Article published in the Northern Echo. The Subject Members criticised the Council and Council Officers, with the article stating the Subject Members “have launched a scathing attack on non-elected officers at Durham County Council”.	<ul style="list-style-type: none"> - Act in accordance with Member Officer Relations Protocol - Respect - Acting in accordance with legal obligations 	12-Oct-23	<p>Linked to FS-Case-505549532.</p> <p>One Member Referred for Investigation and No Further Action in respect of the other Member.</p>
COM 418	24-Apr-23	County	Public	The complaint alleges that the subject member has been using his position as a Councillor to interfere with a member of the public’s business. The subject member is being accused of using his position as a Councillor to bully and harass a member of the public and their partner. The Subject Member video called the member of the public to intimidate her into speaking to her husband about and ongoing conflict between him and the subject member.	<ul style="list-style-type: none"> - Respect - Acting in accordance with legal obligations - Bullying and Harassment - Seeking to confer an advantage/disadvantage. 	27-July-23	<p>Standards Committee Hearing Panel</p> <p>Outcomes:</p> <ul style="list-style-type: none"> • Censure - Completed • Code of Conduct training into the role and remit of a Parish & Town Councillor - Member has declined to attend training. • Written apology – Member has apologised but not provided a copy to the Monitoring Officer as this was not a requirement of the hearing panel.
COM 420	28-Apr-23	Town	Officer	Accusations of bullying	<ul style="list-style-type: none"> - Bullying - Respect - Conferring an advantage or disadvantage 	20-Oct-23	Completed – Local Resolution Mediation - to be arranged.
FS-Case-514139036	09-May-23	County	Member	The Subject Member has made comments of a discriminatory nature on a Facebook group.	<ul style="list-style-type: none"> - Respect - Bringing the Role of Member or Local Authority into disrepute. - Acting in accordance with legal obligations 	25-May-23	<p>Standards Committee Hearing Panel.</p> <p>Outcomes:</p> <ul style="list-style-type: none"> • Censure - Completed • Training on Member/ Officer relations – Completed

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COM 421	10-May-23	Parish	Clerk on behalf of the PC	The Subject Member has disclosed a potential data breach as a non-member of the Parish Council manages his email account for him.	<ul style="list-style-type: none"> - Disclosing Confidential Information - Bullying and harassment - Respect 		Ongoing
COM 422	22-May-23	Parish	Member	The Subject Member is alleged to have been spreading malicious rumours	<ul style="list-style-type: none"> - Respect - Value Colleagues and staff - Bullying and Harassment - Bringing the role of Member into disrepute 	18.1.2024	No Further Action following resignation of Member.
FS-Case-529322214	05-Jul-23	County	Public	The Subject Member has made disrespectful comments aimed towards another Member on social media.	<ul style="list-style-type: none"> - Respect - Value colleagues - Not to bring the role of the member/authority into disrepute 		Ongoing.
COM 423	01-Aug-23	Parish	Member	This complaint is linked to COM 422 as the Subject Member is alleged to have been spreading malicious rumours.	<ul style="list-style-type: none"> - Respect - Value Colleagues and staff - Bullying and Harassment - Bringing the role of Member into disrepute 	18-Jan-24	No Further Action following resignation of Member.
COM 425	07-Aug-23	Parish	Public	The Subject Members are accused of speaking disrespectfully towards other Members of the Parish Council and the Complainant.	<ul style="list-style-type: none"> - Value Colleagues and staff - Respect - Bullying and Harassment 	18-Jan-24	No Further Action following resignations of Members.

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FS-Case-539664142	16-Aug-23	County	Officer	The Subject Member is accused of distributing information in an attempt to discredit the Complainant.	<ul style="list-style-type: none"> - Accountable for decisions and cooperate when scrutinised - Behave in accordance with legal obligations - Value Colleagues and staff - Respect - Not disclose information given to them in confidence - Not to bring the role of the member/authority into disrepute 		Ongoing
FS-Case-544614411	05-Sep-23	Town	Public	The Subject Members are alleged to have accepted a gift contrary to the Gifts and Hospitality Policy.	<ul style="list-style-type: none"> - Not allowing pressures to deter them from pursuing the interests of the Council - Exercise independent judgment and not compromise their position - Behave in accordance with all legal obligations, alongside any requirements contained within the Council's policies 	7-Nov-23	Local Resolution Training – Training agreed to be arranged once a revised Gifts and Hospitality Policy has been adopted by the Town Council.
FS-Case-546254817	11-Sep-23	County	Officer	The Subject Member is alleged to have failed to treat Officers with respect.	<ul style="list-style-type: none"> - Act in accordance with legal obligations - Value Colleagues and staff - Respect - Bullying and Harassment 		Ongoing

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					<ul style="list-style-type: none"> - Not to bring the role of the member/authority into disrepute 		
FS-Case-551594852	03-Oct-23	Town	Public	The Subject Member is accused of not being independent.	<ul style="list-style-type: none"> - Listen to the interests of all parties 		Completed – Not progressed due to a failure to provide further info upon request.
FS-Case-556862472	24-Oct-23	Parish	Public	The Subject Member is alleged to have spoken to the Complainant disrespectfully at a site meeting.	<ul style="list-style-type: none"> - Deal with representations or enquiries fairly, appropriately and impartially - Listen to the interests of all parties - Respect 	17-Jan-24	Completed. No Further Action
FS-Case-561159527	10-Nov-23	County	Member	The Subject Member is alleged to have brought the reputation of the Council into disrepute by spreading false information.	<ul style="list-style-type: none"> - Value colleagues and staff - Not to bring the role of the member/authority into disrepute - To hold the local authority and fellow Members to account 		Completed. No Further Action
FS-Case-562390041	15-Nov-23	Parish	Public	The complainant alleges that the Subject Member disclosed personal information about them at a Parish Council meeting.	<ul style="list-style-type: none"> - Not disclose information given to them in confidence. 		Ongoing

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FS-Case-562494788	16-Nov-23	Parish	Member	The complainant alleges that the Subject Member has breached the respect provision of the Code of Conduct following a post on social media.	<ul style="list-style-type: none"> - Value colleagues and staff - Respect 	23-Jan-24	Completed. Local Resolution – written apology - Completed.
FS-Case-562593888	16-Nov-23	Parish	Officer	The complainant alleges that the Subject Members have failed to work constructively with them and have harassed them by acting in an intimidating way.	<ul style="list-style-type: none"> - Value colleagues and staff - Respect 	19-Dec-23	Completed. No Further Action.
FS-Case-563802819	21-Nov-23	Town	Public	The Subject Member is accused of making defamatory statements on social media.	<ul style="list-style-type: none"> - Respect 		Ongoing.
FS-Case-564885887	26-Nov-23	Town	Member	The Subject Member is to have alleged to have breached GDPR protocols by posting personal details of a former officer of the Council.	<ul style="list-style-type: none"> - Behave in accordance with legal obligations - Respect - Not disclose info given to them in confidence 	12-Dec-23	Completed. No Further Action.
FS-Case-56611405	3-Dec-23	County	Public	The Subject Member is alleged to have acted in her own interests by parking her car on the highway.	<ul style="list-style-type: none"> - Champion the needs of residents. - Behave in accordance with legal obligations - Not to bring the role of Member into disrepute 	17-Jan-2024	Completed. No Further Action.
FS-Case-567823510	7-Dec-23	Parish	Public	One Subject Member is alleged to have spoken to the Complainant disrespectfully during a Parish Council meeting and the other Subject Member is alleged to have	<ul style="list-style-type: none"> - Respect. 		Ongoing

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				not intervened as Chair during the alleged incident.			
FS-Case-568052101	8-Dec-23	Town	Public	The Subject Member is alleged to have not responded to the Complainant in a timely manner.	<ul style="list-style-type: none"> - Listen to the interests of all parties - Be accountable for decisions and cooperate when scrutinised internally and externally incl by local residents 	23-Nov-23	Completed. No Further Action.
FS-Case-568081299	8-Dec-23	Parish	Public	The Subject Member is accused of a series of misleading and inaccurate information regarding the Parish Council's Annual Governance and Accountability Return.	<ul style="list-style-type: none"> - Be accountable for decisions and cooperate when scrutinised internally and externally incl by local residents - Open and Transparent - Behave in accordance with legal obligations - Value Colleagues and Staff 		Completed. Local Resolution in relation to training on the AGAR. – Training has been arranged by the Parish Council in March for all Members.
FS-Case-570323203	18-Dec-23	County	Public	The Subject Member is accused of informing residents of confidential information.	<ul style="list-style-type: none"> - Behave in accordance with legal obligations - Respect 		Completed. Complainant did not proceed with complaint.

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					<ul style="list-style-type: none"> - Not disclose info given to them in confidence 		
COM 426	8-Jan-24	Parish	Anonymous	The Subject Member is accused of posting a racial post on social media.	<ul style="list-style-type: none"> - Behave in accordance with legal obligations - Not to bring the role of Member into disrepute - Respect 	08-Jan-24	Completed. Complaint not proceeded with due to it being anonymous and no way of obtaining further info.
FS-Case-577721473	15-Jan-24	Parish	Member	The Subject Member is alleged to have bullied the Clerk during a Parish Council meeting.	<ul style="list-style-type: none"> - Respect - Value colleagues & Staff - Bullying & Harassment 		Ongoing – Linked to FS-Case-578378695
FS-Case-578210543	17-Jan-24	Town	Public	Historical complaints of the Town Council.	<ul style="list-style-type: none"> - N/A 	30-Jan-24	Rejected - Habitual and vexatious complainant.
FS-Case-578378695	17-Jan-24	Parish	Member	The Subject Member is alleged to have bullied the Clerk during a Parish Council meeting.	<ul style="list-style-type: none"> - Respect - Value colleagues & Staff - Bullying & Harassment 		Ongoing – Linked to FS-Case-577721473
FS-Case-585268567	08-Feb-24	Parish	Member	Subject Members are accused of bullying and harassment of a member of the public.	<ul style="list-style-type: none"> - Respect - Value colleagues & Staff - Bullying & Harassment 		Rejected

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FS-Case-592685081	05-Mar-24	Town	Member	The Subject Member is alleged to have spoken rudely to a resident on Social Media	<ul style="list-style-type: none"> - Respect - Not to bring the role of Member into disrepute 	08-Mar-24	Completed – No Further Action
FS-Case-592382997	04-Mar-24	Town	Public	The Subject Member is alleged to have harassed the Complainant	<ul style="list-style-type: none"> - Bullying and Harassment 	18-Mar-24	Rejected - anonymous Complaint insufficient information provided
FS-Case-592404143	04-Mar-24	Town	Public	The Subject Member is alleged to have falsely claimed to have been a member of a housing association, misrepresented themselves, disseminated false information and falsely claimed to have planning permission	<ul style="list-style-type: none"> - Respect - Not disclose information given in confidence - Not to bring the role of Member into disrepute 	17-Apr-24	Completed – No Further Action
FS-Case-593665964	08-Mar-24	County	Public	The Subject Member is alleged to have reacted inappropriately to a social media post	<ul style="list-style-type: none"> - Respect - Not to bring the role of Member into disrepute 		Ongoing
FS-Case-600251725	27-Mar-24	Parish	Public	The Subject Member is alleged to have behaved inappropriately at a PACT meeting	<ul style="list-style-type: none"> - Listen to the interests of all parties - Respect - Value Colleagues and Staff - Bullying and Harassment - Not to bring the role of Member into disrepute 		Ongoing

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FS-Case-602175314	03-Apr-24	County	Public	The Subject Member is alleged to have acted as a member of the public and not declared themselves as a County Councillor during a meeting about the Highways Committee, which the Complainant alleges the Subject Member is a member of	- N/A		Rejected – insufficient information provided
FS-Case-602260733	04-Apr-24	Town	Public	The Subject Member is alleged to have restricted a member of the public's access to a social media group, in turn bullying the member of the public.	- Bullying and Harassment		Rejected – insufficient information provided
FS-Case-604646607	10-Apr-24	Town	Public	The Subject Member is alleged to have been disrespectful during a public meeting to a member of the public	- Respect	16-May-24	Completed – no further action
FS-Case-604844404	11-Apr-24	County	Member	The Subject Member is accused of posting a racial post on social media.	- Respect - Not to bring the role of Member into disrepute	01-May-24	Completed – local resolution, equality and diversity training to be complete
FS-Case-604959765	11-Apr-24	County	Public	The Subject Member is alleged to have misled the public	- Deal with representations fairly - Be accountable for decisions - Not to bring the role of Member into disrepute		Ongoing
COM 427	10-Apr-24	Parish	Public	The Subject Member is accused of being unwilling to cooperate when scrutinised	- Behave in accordance with legal obligations - Respect - Bullying or Harassment		Ongoing

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					- Not to bring the role of Member into disrepute		
FS-Case-606189724	16-Apr-24	County	Public	The Subject Member is accused of responding aggressively to a complaint	- Respect - Not to bring the role of Member into disrepute		Ongoing
FS-Case-610184010	29-Apr-24	Town	Public	The Subject Member is accused of creating an inappropriate social media post	- N/A		Rejected – Complaint made about social media posts made in 2023
FS-Case-609295909	26-Apr-24	Town	Public	The Subject Members are accused of pretending to be an employee of a housing association and blocking free speech	- N/A		Rejected – Dealt with by earlier Decision Notice and
FS-Case-611093168	02-May-24	Parish	Clerk	The Subject Member is alleged to have made statements about the Complainant which are damaging to their reputation.	- N/A		Ongoing
FS-Case-612659798	08-May-24	Town	Member	The Subject Member is accused of posting a racial post on social media.	- N/A		Rejected – the complaint related to an incident dated 16.08.2023
FS-Case-612868811	08-May-24	Parish	Public	The Subject Member is alleged to have broken GDPR regulations	- Respect - Not disclose information given in confidence		Ongoing

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FS-Case-613015846	09-May-24	County	Member	The Subject Member is alleged to have contributed to political publication and provided false information	<ul style="list-style-type: none"> - Value Colleagues - Not to bring the role of Member into disrepute 		Ongoing
FS-Case-616124628	20-May-24	Town	Public	The Subject is accused of not behaving appropriately during a public meeting	<ul style="list-style-type: none"> - Respect - Not to bring the role of Member into disrepute 		Ongoing