

Standards Committee

Code of Conduct complaints update 1<sup>st</sup> January 2020 to 31<sup>st</sup> December 2020.

**Only cases that are live / have been updated since the last Committee update are included.**

Case #	TC/PC or EDDC member	Relevant paragraphs in Code of Conduct it is alleged has been breached and nature of complaint	Monitoring Officer assessment and outcomes following consultation with Independent Person
2020/C10  11.6.2020	Honiton TC  Cllr Taylor	<p>Complaint that the language used by the subject member in an email circulated to other members deliberately meant to criticise the competence of another Cllr.</p> <p>Breach of Code: 4(a) You must – treat others with courtesy and respect including fellow council members, staff and members of the public</p>	<p><b>Referred for independent investigation.</b></p> <p><b>Breach found that subject member had failed to comply with paragraphs 4(a).</b></p> <p><b>Not accepted and unable to resolve.</b></p> <p><b>This complaint is progressing to Standards Hearing (together with C11, C19)</b></p> <p><b>Standards Hearing (C10, C11 &amp; C19) found a breach of paragraph 4(a) (courtesy and respect) and 5(c) (bullying). <a href="#">Decision</a>.</b></p> <p><b>Sanctions imposed;</b></p> <ol style="list-style-type: none"> <li><b>1. Censure</b></li> <li><b>2. Training organized by the Monitoring Officer in relation to the Code of Conduct and very specifically related to bullying and the impact of behaviour upon others and the relationships between officers and members.</b></li> <li><b>3. Following training a written apology to with the wording to be agreed with the Monitoring Officer.</b></li> </ol>

			<p><b>Sanctions compliance</b> Censure issued The Subject member has confirmed they will not undertake training or give an apology.</p> <p>Cllr has now resigned.</p>
2020/C11 23.6.2020	<p>Honiton TC</p> <p>Cllr Taylor</p>	<p>Complaint that the subject member attempted to undermine the position and standing of an employee of the Town Council, in an email widely circulated to other members.</p> <p>Breach of Code: 1.2 <u>You should</u> have regard to the Principles of Public Life 4(a) <u>You should</u> treat others with courtesy and respect 5(c) You <u>must not</u> – Bully any person</p>	<p><b>Referred for independent investigation.</b></p> <p><b>Breach found that subject member had failed to comply with paragraphs 4(a) and 5(c).</b></p> <p><b>Not accepted and unable to resolve.</b></p> <p><b>This complaint is progressing to Standards Hearing (together with C10, C19)</b></p> <p><b>Standards Hearing (C10, C11 &amp; C19) found a breach of paragraph 4(a) (courtesy and respect) and 5(c) (bullying). <a href="#">Decision</a>.</b></p> <p><b>Sanctions imposed;</b></p> <ol style="list-style-type: none"> <li>1. Censure</li> <li>2. Training organized by the Monitoring Officer in relation to the Code of Conduct and very specifically related to bullying and the impact of behaviour upon others and the relationships between officers and members.</li> <li>3. Following training a written apology to with the wording to be agreed with the Monitoring Officer.</li> </ol> <p><b>Sanctions compliance</b> Censure issued</p>

			<p><b>The Subject member has confirmed they will not undertake training or give an apology.</b></p> <p><b>Cllr has now resigned.</b></p>
2020/C13 17.6.2020	<b>TC</b>	Complaint received regarding repeated bullying behaviour towards the complainant	<p><b>Independent investigation underway (combined with C14, 15 &amp; 16).</b></p> <p><b>Cllr resigned so case won't progress and is technically closed.</b></p> <p><b>Investigation report will be brought to Committee for information and to potentially make recommendations to the TC.</b></p>
2020/C14 17.6.2020	<b>TC</b>	Complaint received regarding repeated bullying behaviour towards the complainant	<p><b>Independent investigation underway (combined with C13, 15 &amp; 16).</b></p> <p><b>Cllr resigned so case won't progress and is technically closed.</b></p> <p><b>Investigation report will be brought to Committee for information and to potentially make recommendations to the TC.</b></p>
2020/C15 17.6.2020	<b>TC</b>	Complaint received regarding repeated bullying behaviour towards the complainant	<p><b>Independent investigation underway (combined with C13, 14, &amp; 16).</b></p> <p><b>Cllr resigned so case won't progress and is technically closed.</b></p> <p><b>Investigation report will be brought to Committee for information and to potentially make recommendations to the TC.</b></p>

2020/C16 17.6.2020	TC	Complaint received regarding repeated bullying behaviour towards the complainant	Independent investigation underway (combined with C13, 14, & 15).
2020/C19 19.07.2020	Honiton TC  Cllr Taylor	<p>Complaint that subject member has bullied and harassed the complainant in various communications. The complainant believes the subject member has tried to undermine his position as an employee of the Town Council.</p> <p><b>Breach of Code:</b> 4(a) You <u>must</u> treat others with courtesy and respect including fellow council members, staff and members of the public</p> <p>5(c) You <u>must not</u> – bully any person</p>	<p>Referred for independent investigation.</p> <p><b>Breach found that subject member had failed to comply with paragraphs 4(a) and 5(c).</b></p> <p><b>Not accepted and unable to resolve.</b></p> <p><b>This complaint is progressing to Standards Hearing (together with C10, C11)</b></p> <p><b>Standards Hearing (C10, C11 &amp; C19) found a breach of paragraph 4(a) (courtesy and respect) and 5(c) (bullying). <a href="#">Decision</a>.</b></p> <p><b>Sanctions imposed;</b></p> <ol style="list-style-type: none"> <li>1. Censure</li> <li>2. Training organized by the Monitoring Officer in relation to the Code of Conduct and very specifically related to bullying and the impact of behaviour upon others and the relationships between officers and members.</li> <li>3. Following training a written apology to with the wording to be agreed with the Monitoring Officer.</li> </ol> <p><b>Sanctions compliance</b> Censure issued The Subject member has confirmed they will not undertake training or give an apology.</p> <p><b>Cllr has now resigned.</b></p>

<p>2020/C30</p> <p>19.11.2020</p>	<p>TC</p>	<p>Cllr responded to a social media post in which he was disrespectful and bullying towards an individual.</p> <p>4. You <u>must</u> –  (a) treat others with courtesy and respect including fellow council member, staff and members of the public.  (e) All members are required to uphold all policies including the Media Communications Policy and be expected to attend all mandatory training.</p> <p>5. You <u>must not</u>  (e) do anything which compromises or is likely to compromise the impartiality of those who work for, or on behalf of, the Council;  (h) conduct yourself in a manner or behave in such a way so as to give a reasonable person the impression that you have brought your office or the Council into disrepute.</p>	<p><b>With MO for assessment.</b></p> <p><b>Seeking informal resolution.</b></p> <p><b>Breach found (paragraph 4(a))</b></p> <p><b>Not accepted and referred for independent investigation.</b></p> <p><b>Investigation finding of breach of para 4(a).</b></p> <p><b>Not accepted – referral for Standards Hearing.</b></p> <p><b>Cllr resigned.</b></p> <p><b>Case closed.</b></p>
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