

FACT FINDING SUMMARY

Complaint from an employee of Birstall Parish Council that a Member of the Council failed to observe the Member Code of Conduct.

Complaint Ref: MC1 24/25

A complaint was submitted by an employee of Birstall Parish Council ('the complainant') that a Member of the Council ('the subject Member') failed to observe the requirements of the Member Code of Conduct.

The complaint alleges that the subject Member has, over a period of approximately 12 months, bullied and intimidated the complainant on a number of occasions and has alleged the subject Member has failed to treat others with respect. The complaint also alleges that the subject Member has brought the Council into disrepute due to communications regarding a tender exercise, and alleges that the subject Member has failed to follow correct decision making procedures.

Having considered the complaint and the subject Member's response, the Deputy Monitoring Officer concluded that there were differing versions of the relevant events being put forward by the complainant and the subject Member, and therefore the complaint should be referred for further investigation, particularly to consider issues arising in relation to the requirements set out in the following sections of the Member Code of Conduct:

General Conduct

1. Respect

As a member:

1.1 I will treat other councillors and members of the public with respect.

1.2 I will treat council officers, employees and representatives of partner organisations and those volunteering for the council with respect and respect the role they play.

2. Bullying, harassment, and discrimination

As a member:

2.1 I will not bully any person.

2.2 I will not harass any person.

2.3 I will promote equalities and not discriminate unlawfully against any person

5. Disrepute

As a member:

5.1 I will not bring my role or Council into disrepute or conduct myself in a manner which could reasonably be regarded as bringing my role or Council into disrepute.

8. Making decisions

As a member:

8.1 When reaching decisions on any matter I will have regard to any relevant advice provided to me by officers and professional third parties.

8.2 I will give reasons for all decisions in accordance with any statutory requirements and any reasonable additional requirements imposed.

8.3 I will make all choices, such as making public appointments, awarding contracts or recommending individuals for rewards or benefits, on individual and independent merit

8.4 I will be as open as possible about my decisions and actions and the decisions and actions of the authority and will be prepared to give reasons for those decisions and actions, notwithstanding my other obligations under this Code.

Views of the Independent Person

An Independent Person, Laurie Faulkner, was consulted and, having reviewed all the evidence submitted, supported the Deputy Monitoring Officer's conclusion that the complaint warranted further investigation.

Nicola Ford

Deputy Monitoring Officer

05.08.2024