

The Arc
High Street
Clowne
S43 4JY

To: Members of the Standards Sub-Committee
(Ruth Jaffray, Ian Kirk, Councillor Justin Gilbody and Councillor Clive Moesby)

Contact: Amy Bryan
Telephone: 01246 242529
Email: amy.bryan@bolsover.gov.uk

Monday 16th October 2023

Dear all,

STANDARDS SUB-COMMITTEE

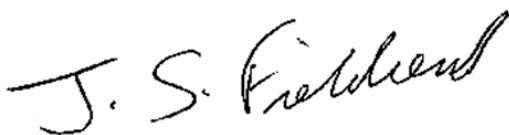
You are hereby summoned to attend a meeting of the Standards Sub-Committee of Bolsover District Council to be held in Committee Room 1, The Arc, Clowne on Tuesday 24th October 2023 at 10:00 hours.

Please note there will be a pre-meet for members of the Sub-Committee starting at 9.30am.

Register of Members' Interests - Members are reminded that a Member must within 28 days of becoming aware of any changes to their Disclosable Pecuniary Interests provide written notification to the Authority's Monitoring Officer.

You will find the contents of the agenda itemised on page 3 onwards.

Yours faithfully



Solicitor to the Council & Monitoring Officer

Equalities Statement

Bolsover District Council is committed to equalities as an employer and when delivering the services it provides to all sections of the community.

The Council believes that no person should be treated unfairly and is committed to eliminating all forms of discrimination, advancing equality and fostering good relations between all groups in society.

Access for All statement

You can request this document or information in another format such as large print or **language** or contact us by:

- **Phone:** [01246 242424](tel:01246242424)
- **Email:** enquiries@bolsover.gov.uk
- **BSL Video Call:** A three-way video call with us and a BSL interpreter. It is free to call Bolsover District Council with Sign Solutions, you just need WiFi or mobile data to make the video call, or call into one of our Contact Centres.
- Call with [Relay UK](#) - a free phone service provided by BT for anyone who has difficulty hearing or speaking. It's a way to have a real-time conversation with us by text.
- **Visiting** one of our [offices](#) at Clowne, Bolsover, Shirebrook and South Normanton

**STANDARDS SUB-COMMITTEE
AGENDA**

***Tuesday, 24th October, 2023 at 10:00 hours taking place in the Committee Room 1, The
Arc, Clowne***

Item No.		Page No.(s)
1.	Election of Chair	
2.	Declarations of Interest Members should declare the existence and nature of any Disclosable Pecuniary Interest and Non Statutory Interest as defined by the Members' Code of Conudct in respect of: a) any business on the agenda b) any urgent additional items to be considered c) any matters arising out of those items and, if appropriate, withdraw from the meeting at the relevant time.	
3.	Consideration of complaint received in relation to the Councillor Code of Conduct	4 - 74

LIST OF DOCUMENTS FOR CONSIDERATION OF COMPLAINT

APPENDIX 1

Hearing Procedure

APPENDIX 2

Initial complaint submitted by M. Dixon (formerly a Bolsover District Councillor and Clowne Parish Councillor) and S. Gregory (formerly a Clowne Parish Councillor)

APPENDIX 3

Investigation Officer's report

APPENDIX 4

Notes from interviews with the Investigating Officer

APPENDIX 5

Email correspondence with Independent Person for Standards

APPENDIX 6

Correspondence from the Monitoring Officer to Councillor Walker

APPENDIX 7

Clowne Parish Council's Code of Conduct

APPENDIX 8

Councillor Complaints Procedure

The procedure for hearings before a Hearing Panel of the Standards Committee.

1.1 Formal hearings will be conducted by a panel of three councillors drawn from membership of the Standards Committee on the basis of availability plus one of the Independent Persons.

1.2 A member of the Standards Committee, against whom a Code of Conduct complaint has been made or who has made a complaint shall not be selected as a member of a Hearing Panel.

1.3 Agendas for hearings panels shall be published and hearings panels shall be held in public unless:

- This would involve disclosure of exempt information as defined by Schedule 12A, Local Government Act, 1972; and
- In all the circumstances of the case, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

1.4 Before a hearing panel meets, the Monitoring Officer shall write to the member and to the complainant, asking each:

- Whether they accept the finding in the report
- Whether they dispute any factual part of the report, identifying any areas of dispute.
- Whether they wish to call any witnesses at the hearing. Only witnesses identified to the Investigating Officer by the complainant or by the member may be called as witnesses. In law, witnesses do not have to attend a hearing panel.
- Whether the complainant wishes to be present at the hearing. The complainant shall be invited, but is not obliged, to attend the hearing. If the complainant is not present, the procedure below shall be adapted accordingly.
- Whether they wish to be accompanied at the hearing.

1.5 In advance of a meeting of a Hearing Panel its members shall seek to agree who will chair the hearing. The Chair may issue directions about the conduct of the hearing. A member of a Hearing Panel shall not act as Chair unless they have received relevant training.

1.6 Subject to the discretion of the Chair, the hearing shall be conducted as follows:

a. The Investigating Officer will be invited to present their report and to call witnesses. The complainant, the member and the Panel (including the Independent Person), in that order, may ask questions or seek clarification both of the Investigating Officer and any witnesses.

b. The complainant will be invited to comment on the report and its findings and to call witnesses. The Investigating Officer, the member and the Panel, in that order, may ask questions or seek clarification both of the complainant and any witnesses.

c. The member will be invited to comment on the report and its findings and to call any witnesses. The Investigating Officer, the complainant and the Panel, in that order, may ask questions or seek clarification both of the member and any witnesses.

d. The Investigating Officer, the complainant and the member will be invited, in that order, to make brief concluding remarks.

1.7 The Chair and Panel, including the Independent Person, may ask for advice at any stage from the Monitoring Officer.

1.8 Once the hearing has been concluded, the Hearing Panel, with the Independent Person, will retire to consider its decision. It may call on the Monitoring Officer to provide advice and guidance.

The Hearings Panel is required to do the following:

- (i) to decide on the facts,
- (ii) to decide on whether these facts constitute a breach of the Code of Conduct, and
- (iii) to decide on the appropriate sanction.

1.9 In deciding whether or not to uphold the complaint the Hearing Panel must apply, as the standard of proof, the balance of probability, with the burden of proof resting on the Investigating Officer. The Hearing panel may only make an adverse finding if satisfied, on this basis, that the member has breached the Code of Conduct.

1.10 The Hearing Panel will then return and announce its findings on whether there has been a breach of the Code, with reasons. If the Hearing Panel consider there has been a breach it will also announce what, if any, sanction it wishes to impose.

1.11 Following the hearing, the Monitoring Officer shall draft a record of the decision for approval by the Hearing Panel. Once the record of decision has been settled, a copy shall be sent to each of the parties.

2. Appealing a Decision about a Complaint

2.1 There is no right of appeal against a decision on a Code of Conduct complaint. If the complainant or the member considers that the complaint has not been considered properly by BDC, they may be able to complain to the Local Government Ombudsman or seek permission for judicial review.

Jim Fieldsend

From: Maxine Dixon
Sent: 03 March 2023 12:48
To: Jim Fieldsend
Subject: Re: Facebook

Afternoon Jim

Thank you for your email and for the emails sent to parish council clerks regarding Facebook etc for them to pass to Cllrs.

If "respect" is the only element Cllr Ross Walker has breached then that's what my complaint will have to be unless you feel there are more breaches. His attitude towards us as fellow Cllrs is appalling.
Thanks again Jim.

Kind Regards

Maxine

Cllr Maxine Dixon

Bolsover District Council, Barlborough Ward

Barlborough Parish Council

Clowne Parish Council

On 3 Mar 2023, at 12:08, Jim Fieldsend <Jim.Fieldsend@bolsover.gov.uk> wrote:

Dear Cllr Dixon,

Further to your email on 20th February. Before I write to Cllr Walker can you confirm that the part of the code of conduct that you say has been breached is the respect element, i.e.

1. Respect

As a Councillor:

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

Regards,

Jim Fieldsend

Assistant Director & Monitoring Officer

Ext: 2472

Mobile: 07966312930

From: Maxine Dixon
Sent: 20 February 2023 13:03
To: Jim Fieldsend <Jim.Fieldsend@bolsover.gov.uk>
Subject: Re: Facebook

Afternoon Jim

Thank you for your prompt email.

I've spoken with Sharon who said if we wish to make a formal complaint then we should put that in writing which includes Natalie as his post doesn't actually name an individual but refers to "she".

I wish to make a formal complaint against Ross Walker regarding the post he put on his Facebook page yesterday where he is insinuating hate against one of the three of us - Cllr Natalie Hoy, Cllr Sharon Gregory or myself Cllr Maxine Dixon.

I have neither seen or spoken to Ross Walker and have no intention to either so his comment "I will destroy you" hasn't come from me.

The sooner the better he is reprimanded the better! Situations like this have gone on for years and enough is enough.

Thank you.

Kind Regards

Maxine

Cllr Maxine Dixon

Bolsover District Council, Barlborough Ward

Barlborough Parish Council

Clowne Parish Council

On 20 Feb 2023, at 10:59, Jim Fieldsend <Jim.Fieldsend@bolsover.gov.uk> wrote:

Hi Cllr Dixon,

Thank you for this. I can deal with this as a formal complaint if someone is prepared to make a complaint. Alternatively I can simply write to him to warn him about his use of social media.

Please note I do have concern about the comment that someone said to him "I will destroy you". If this was said to him by a fellow councillor this would not be an acceptable way for a councillor to speak to another councillor. This is something Cllr Walker is likely to raise if a complaint is made against him.

Thanks,

Jim

Jim Fieldsend

Assistant Director & Monitoring Officer

Ext: 2472

Mobile: 07966312930

From: Maxine Dixon

Sent: 20 February 2023 10:14

To: Jim Fieldsend <Jim.Fieldsend@bolsover.gov.uk>

Subject: Fwd: Facebook

Morning Jim

After having spoke with Sharon Gregory earlier this morning she has asked I forward the attached on to you which is on Ross Walkers Facebook page.

Kind Regards

Maxine

Cllr Maxine Dixon

Bolsover District Council, Barlborough Ward

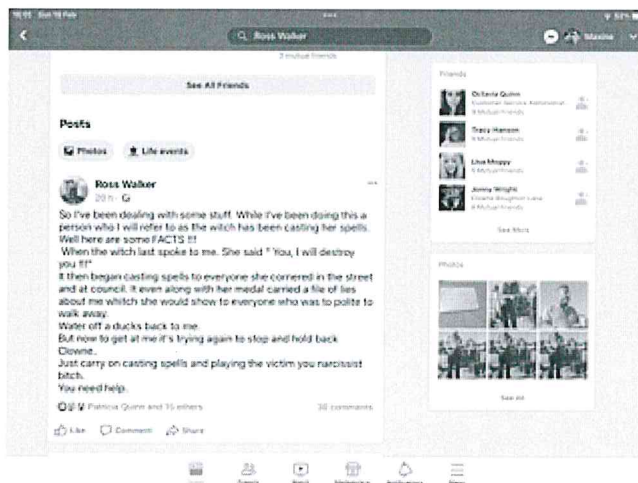
Barlborough Parish Council

Clowne Parish Council

Begin forwarded message:

From: maxine dixon [REDACTED]@gmail.com>
Date: 20 February 2023 at 10:11:50 GMT
To: Maxine Dixon <Maxine.Dixon@bolsover.gov.uk>
Subject: Facebook

<p style="border-style: solid; border-color: #ff0000; text-align: center;">Warning External</p>



Sent from my iPad

23 February 2023

TO THE MONITORING OFFICER
MR J.M FIELDSEND

Dear Sir

I WAS MADE AWARE OF THE
FOLLOWING ON Monday 20th February 2023

AS CUL WALKER HAS CHOSEN
TO MAKE THESE ALLEGATIONS PUBLIC VIA
HIS SOCIAL MEDIA ACCOUNT

By THE FORENAME SURNAME
INITIALS ELIMINATION PROCESS THAT WAS
CARRIED OUT BY CUL S WOOD TO INDICATE
WHO THE WITCH IS. IT SEEMS CUL WALKER
IS REFERRING TO ME

NOW AS TO THE SERIOUSNESS
AND OUT OF CONTROL SPECULATIONS

(1)

OF THE COMMENTS ON THIS POST REF
LEE GREGORY BURN THE WITCH

I AM MAKING A FORMAL COMPLAINT THAT
CUN WALKERS ALLEGATIONS AGAINST ME ARE FULLY
SUBMITTED TO YOU, THAT YOU, CAN FULLY
INVESTIGATE THIS SERIOUS SITUATION I SEEK
TO FIND MYSELF INNOCENT

YOURS FAITHFULLY

CUN SHAREN GREGORY

PLEASE REPLY IN LARGE PRINT

(2)

See All Friends

Posts

 Photos  Life events



Ross Walker

20 h · 🌐

...

So I've been dealing with some stuff. While I've been doing this a person who I will refer to as the witch has been casting her spells. Well here are some FACTS !!!

When the witch last spoke to me. She said " You, I will destroy you !!!"

It then began casting spells to everyone she cornered in the street and at council. It even along with her medal carried a file of lies about me whitch she would show to everyone who was to polite to walk away.

Water off a ducks back to me.




But now to get at me it's trying again to stop and hold back Clowne.

Just carry on casting spells and playing the victim you narcissist bitch.

You need help.

 Patricia Quinn and 15 others

30 comments

 Like  Comment  Share

Friends



Octavia Quinn

Customer Service Administrat...
9 Mutual Friends



Tracy Hanson

9 Mutual Friends



Lisa Moggy

5 Mutual Friends

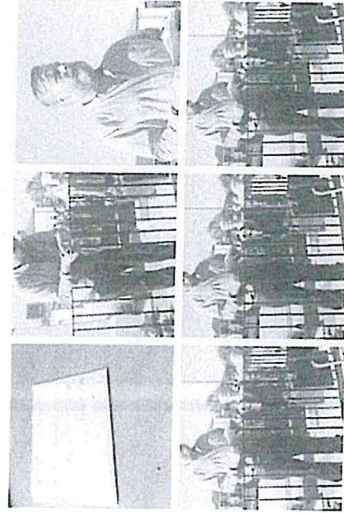


Jonny Wright

Clowne Boughton Lane
8 Mutual Friends

See More

Photos



See All

So I've been dealing with a person who I will refer to as "FACTS". When the witch last spoke to you !!!
It then began casting spells and at council. It even apologized about me witch she would walk away.
Water off a ducks back to But now to get at me it's time to Clowne.
Just carry on casting spells bitch.
You need help.

Patricia Quinn and 17 others

Like Comment

Paige Timmins W
others.
2 d · 0

My granddad, my hero, my corner I look back and see missed ❤️ and oh boy am of my childhood and going harder than I thought it would away and little shy 14 year myself shy 14 year old me

Done

Comments

Neil Stothard
Hoy?

1d Like Reply

2

View 1 previous reply...

Neil Stothard
Ross Walker no!

You mean there is more than one witch in Clowne....

1d Like Reply

2

John Wood
Ross Walker sg or md

1d Like Reply

Christine Wood
Ross Walker SG

22 h Like Reply

Write a reply...

Kirstie Patrick
You are so much better than her Ross. People that know you know the truth. That's all that matters. Stay strong. XX

1d Like Reply

3

Ross Walker
Kirstie Patrick thanks x

1d Like Reply

2

Write a comment...

Write a comment... GIF

Write a comment... 😊

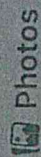
Octavia Quinn
Customer Service Administrator
Mutual Friends
Tracy Hanson
Mutual Friends
Lisa Moggy
Mutual Friends
Andrew Jackson
Heritage Community School
Mutual Friends

See More



See All

Posts



Life event



Ross Walker

2 d · 6

So I've been dealing with a person who I will refer to as a witch. Well here are some FACTS When the witch last spoke you !!!" It then began casting spells and at council. It even alor about me which she would walk away. Water off a ducks back to But now to get at me it's the Clowne. Just carry on casting spells bitch. You need help.



Patricia Quinn and 18 others



Like



Comment



Paige Timmins and 18 others.

Done

Comments



Kirstie Patrick

You are so much better than her Ross. People that know you know the truth. That's all that matters. Stay strong. XX

2 d Like Reply

3



Ross Walker

Kirstie Patrick thanks x

2 d Like Reply

2



Write a reply...



Saskia Liddle

Wow that is pretty pathetic !

2 d Like Reply

2



Joanne Hobson

You're amazing at what you do! Don't let anyone EVER put you down 🙄

2 d Like Reply

2



Chris Rogers

Rise above pal 🙄

2 d Like Reply

2



Debra Ashley

She better bring her A Game if she is intending to destroy you as you have such respect in this village she will not win this battle as nobody likes or respects bullying in any shana or farm



Write a comment...



Octavia Quinn
Customer Service Administrator
Mutual Friends

Tracy Hanson
Mutual Friends

Lisa Moggy
Mutual Friends

Andrew Jackson
Heritage Community School
Mutual Friends

See More



See All

Write a comment...

5

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much

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Write

1

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other

10

See More

See All

Posts

Photos

Life event



Ross Walker

2 d · 6

So I've been dealing with a person who I will refer to as "FACTS". When the witch last spoke to you !!! It then began casting spells and at council. It even alor about me witch she would walk away. Water off a ducks back to But now to get at me it's the Clowne. Just carry on casting spells bitch. You need help.



Patricia Quinn and 18 others



Like



Comment



Paige Timmins and 18 others

Like



Andy Ward

They will do anything to stop commUNITY in the community spreading seeds of doubt and look to divide the people your that shining light that unites them against these empty vessels

2 d

Like

Reply

2



Vinnie Jones

I think anyone that knows you pal will just say keep being yourself and doing the good things that make it worthwhile.. you've always loved Clowne and that's the only reason you keep putting up with this shit! Stay strong pal the truth always comes out in the end x

2 d

Like

Reply

2



Beverley Austin

Let it go over your head ...we all know you are there for what you can do for the GOOD you can and will bring to CLOWNE ...Remember "you reap what you sow ...""so no good will come of this person ...xx

2 d

Like

Reply

1



Steve Arthur

Karma seeks those out who do wrong to good people m8.

2 d

Like

Reply

2



Lee Gregory



Write a comment...



Octavia Quinn
Customer Service Administrat...
Mutual Friends

Tracy Hanson
Mutual Friends

Lisa Moggy
Mutual Friends

Andrew Jackson
Heritage Community School
Mutual Friends

See More



See All

CODE OF CONDUCT INVESTIGATION

Ref: MC Feb 2 2023

CONFIDENTIAL

To: The Monitoring Officer, Bolsover District Council (BDC)
From: Louise Arnold, Deputy Monitoring Officer
Draft Date: 18.05.2023
Final Approved Date: 09/06/2023

Subject of complaint	Cllr Ross Walker
Complainant(s)	Cllr Maxine Dixon Cllr Sharon Gregory Cllr Natalie Hoy
Subject of investigation	Allegation that Cllr Walker breached the Clowne Parish Council Code of Conduct by posting disrespectful messages on Facebook, i.e. not treating Councillors and members of the public with respect

Purpose of Investigation

1. The purpose of this investigation was to make enquiries in relation to an allegation that Cllr Walker (RW) had posted a comment on Facebook which breached the Parish Council's Code of Conduct.
2. The investigation was carried out in accordance with BDCs Councillor Complaints Procedure. The remit of my investigation was to establish facts and to make recommendations.

Steps in Investigation

3. In conducting the investigation I spoke with the following (interview notes are attached):
 - (i) Cllr M Dixon (MD)
 - (ii) Cllr S Gregory (SG)

I attempted to engage with the other complainant, Cllr N Hoy (NH) and also tried to engage with RW – neither responded to my requests for a discussion.

4. I also considered the following documents / information:

- (i) The initial investigation summary from Jim Fieldsend – BDC Monitoring Officer
- (ii) The Facebook post of RW on 18 February 2023
- (iii) The Facebook page of RW
- (iv) Clowne Parish Council's Code of Conduct
- (v) BDC's Councillor Complaints Procedure
- (vi) The Local Government Associations Model Code of Conduct

Focus of Investigation

5. All three of the complaints suggested that RWs Facebook post of 18 February breached the Clowne Parish Council's Code of Conduct at;

"1.1 Behaviour

When a member of the Council acts, claims to act or gives the impression of acting as a representative of the Council, he/she has the following obligations:

- They shall behave in such a way that a reasonable person would regard as respectful"

6. The Facebook post of RW dated 18 February states;

"So I've been dealing with some stuff. Whilst I've been doing this a person I shall refer to as the witch has been casting her spells.

Well here are some FACTS !!!

When the witch last spoke to me. She said "You I will destroy you !!!"

It then began casting spells to everyone she cornered in the street and at council. it even along with her medal carried a file of lies about me which she would show to everyone who was to polite to walk away.

Water off a ducks back to me.

But now to get at me it's trying again to stop and hold back Clowne.

Just carry on casting spells and playing the victim your narcissist bitch.

You need help" [SIC]

Information arising from the Investigation

7. RW has made several posts on Facebook about fellow Councillors. This particular post makes specific reference to the Council and to Clowne and the comments relate to Councillors and the Council. RW's post therefore infers that the post is being made in his capacity as a Councillor.
8. MD and SG felt strongly about the comments made on social media by RW, both had been upset and intimidated by them and the comments that they in turn had attracted, which RW further engaged with.
9. The Facebook post being investigated here attracted a number of comments, naming NH specifically – which RW replies with a denial. There follows comments from third parties with MD and SG's initials.
10. The relationships between the Councillors on the Parish Council appears to have broken down, and have been broken for some time – MD and SG refer to never speaking with RW due to ongoing issues of a similar nature.
11. Since the post being investigated here RW has made further comments about individual Councillors on his Facebook page.
12. SG referred to her friends and neighbours being concerned for her welfare and safety as they knew about the post and had concerns about the responses and strength of views posted by some people in relation to SG, MD and NH.
13. Given the comments made by both MD and SG - that they have not spoken to RW for some time and in the absence of information from RW himself, I am unclear and unable to comment on the assertion in RW's post that the post is in response to a comment to him that 'I will destroy you'.

Investigation Conclusions

I have reached the following conclusions,

14. I have looked to the Local Government Associations model code of conduct for a definition of / assistance in regard to what 'Respect' means in relation to a code of conduct. Respect is *"politeness and courtesy in behaviour. Debate and having different views are all part of a healthy democracy. As a councillor, you can express, challenge, criticise and disagree with views, ideas, opinions and policies in a robust but civil manner. You should not, however, subject individuals, groups of people or organisations to personal attack."*¹

¹ <https://www.local.gov.uk/publications/local-government-association-model-councillor-code-conduct-2020#1-respect>

15. The Facebook post in my view has subjected MD SG and NH to personal attack. The post is not polite, courteous nor civil. The post falls outside of the scope of 'every day politics' and 'disagreement / debate' with fellow Councillors. The language used, particularly the repeated word of 'witch' is disrespectful.
16. RW's lack of engagement with this process undermines the Nolan Principle of 'Accountability' (also referred to in the Council's Code of Conduct) – that holders of a public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this'.
17. RW has further undermined this Principle, and belittled this process, by posting on Facebook (on 20 April) a photo of the confidential letter to him from the Monitoring Officer about this complaint.

Recommendations

In my view the Monitoring Officer could consider the following recommendations / considerations:

18. RW should consider apologising to MD, NH and SG for acting disrespectfully
19. That RW undergo social media training. In the very least RW should access and evidence that he has read the Social Media Guidance for Councillors² provided by the LGA – particularly the 'Guide to using Facebook'
20. The Council in their Code of Conduct refer to having a 'Social Media Guide' – the Council should ensure this document is up to date and circulate a copy to all Councillors.

Investigation Officers signature:



Name:

Louise Arnold

Date of draft:

18.5.2023

Date of finalised report:

09/06/2023

² <https://www.local.gov.uk/our-support/communications-and-community-engagement/social-media-guidance-councillors>

CODE OF CONDUCT INVESTIGATION (Interviews)

Ref: MC Feb 2

CONFIDENTIAL

Interviewee 1

Interviewer: **Louise Arnold**

Interviewee: **Cllr M Dixon**

Date: **25 April 2023**

Preliminary

1. An explanation was given that the investigation was being conducted in accordance with the BDC Councillor Complaints Procedure. Advice was given about the steps, i.e. that after the investigation was complete I would draft my report and send to the parties involved for comment, then finalise my report before sending to the MO for a decision.

Questions & responses

2. In the Facebook post by Cllr R Walker he refers to having a conversation with someone, and states “when the witch last spoke to me. She said “You, I will destroy you!!!” [SIC] – have you had any conversations with Cllr R Walker recently or made any similar comments?

We don't speak – I wouldn't even say hello to him if I saw him.

3. How did you find out about the Facebook post?

Somebody (can't recall who) must have told me. I don't follow anyone on Facebook – someone told me so I went and had a look, that's when I saw the post.

4. Do you have any idea what the Facebook post is referring to?

Literally no idea what he is talking about. I wouldn't go around talking about other councillors.

At a council meeting last night some ladies afterwards asked me about him – he had attended the meeting which was rare as he usually doesn't show up. I showed them the list of attendances at meetings and they were shocked at how few meetings he does attend.

5. Is there anything else you want to add to your complaint or feel I should know?

Its horrendous at Clowne, I just want to make a positive difference but we have to continually put up and deal with stuff like this. Ross Walker doesn't attend meetings very often and shouldn't be able to claim the full amount of allowance because he doesn't work for it – we wish there was a way to reduce the amount or only earn an allowance for meetings etc you actually attend.

Interviewee 2

Interviewer: **Louise Arnold**

Interviewee: **Cllr S Gregory**

Date: **26 April 2023**

Preliminary

1. An explanation was given that the investigation was being conducted in accordance with the BDC Councillor Complaints Procedure. Advice was given about the steps, i.e. that after the investigation was complete I would write my report before sending to the MO for a decision.

Questions & responses

2. How did you find out about Cllr R Walker's Facebook post?

Maxine (Dixon) called me and told me about it.

3. In the Facebook post, Cllr Walker states "when the Witch last spoke to me. She said "You, I will destroy you!!!" [SIC] – when was the last time you spoke to Cllr Walker?

I haven't spoken to him since around February 2017 – it was the day of the swimming pool opening – he was abusive, it was disgusting, I haven't spoken to him since then. He hardly attends any meetings and when he does I won't engage with him.

Since Feb 2017 he, and his family have verbally abused me and posted lots of things on Facebook about me. He incites hatred, I have lived here all my life and he turns people against me – as soon as you oppose him and say no to him he turns against you and that's it.

4. The Facebook post not only refers to having spoken to whomever its referring to recently but also that that person has "began casting spells to everyone she cornered in the street and at council. it even along with her medal carried a file of lies about me which she would show to everyone who was to polite to walk away.....But now to get at me it's trying again to stop and hold back Clowne. Just carry on casting spells and playing the

victim you narcissist bitch....” [SIC] – do you know what Cllr Walker is referring to, or have any idea what the post is about?

Absolutely no idea – people ask me questions about him – he’s been very abusive to and bout the Clerk and we have had to deal with a lot of things. He thinks he can get away with everything.

5. Is there anything else you want to share about your complaint?

He thinks he can get away with everything. People won’t confront him because he intimidates them – he needs people who are vocal on his side but doesn’t like it when you turn against him and say no. I am sick of having to keep quiet and keep my cool – I act appropriately but want to tell people the truth. That’s why I am not standing anymore, I want to be able to have my say without getting into trouble.

My whole street has concerns, they keep asking me if I am ok, and if I am scared and they keep checking on me. It’s vile, no one will want to stand against him. I can’t defend myself against him, if I do I’d end up breaking the rules. He incites hatred.

Interviewee 3

Interviewer: **Louise Arnold**

Interviewee: **Cllr N Hoy**

Date: **N/A**

Cllr Hoy was approached with requests (17/4/23 and 26/4/23) to engage in an interview to discuss the complaint but no responses were received.

Interviewee 4

Interviewer: **Louise Arnold**

Interviewee: **Cllr R Walker**

Date: **N/A**

Cllr Walker was approached with requests (20/4/23 and 26/4/23) to engage in an interview to discuss the complaint but no responses were received.

Jim Fieldsend

From: Stephen Wainwright [REDACTED]
Sent: 12 June 2023 11:40
To: Jim Fieldsend
Subject: Re: Complaint

Warning External

Jim

Here we go round the circle, I agree an apology would solve everything but I'm sure we will need a hearing

Steve Wainwright

On 12 Jun 2023, at 08:53, Jim Fieldsend <Jim.Fieldsend@bolsover.gov.uk> wrote:

Hi Steve

Further to the emails in April concerning a Facebook post by a Clowne Parish Councillor. I now attach a copy of the Investigating Officer's report which has found that there has been a breach of the Code of Conduct.

I consider that the content of the Facebook message is so disrespectful as to justify referring the matter to a Standards Hearing. Having said that I would be prepared to accept the Investigating Officer's recommendation of an apology from the councillor and training on the use of social media. The councillor has not yet engaged with the process and I suspect that he won't engage from this point. Nevertheless I would like to give him an opportunity to accept that his conduct was unacceptable.

Can you let me have your view on this.

I look forward to hearing from you.

Regards,

Jim Fieldsend
Assistant Director & Monitoring Officer
Bolsover District Council
The Arc, High Street, Clowne, Derbyshire S43 4JY
01246 242472
Mobile: 07966312930

From: Stephen Wainwright [REDACTED]
Sent: 11 April 2023 16:15
To: Jim Fieldsend <Jim.Fieldsend@bolsover.gov.uk>
Subject: Re: Complaint

Warning External

Jim

I have read the complain and also the facebook snaps that you have sent me, the worst thing invented, but your right there seems to be some animosity between the parties and I can see where there would be a clear

coection with the councilor saying what they did and it being aimed directly at other councilors within the group

Steve

On Apr 11, 2023, at 3:47 PM, Jim Fieldsend <Jim.Fieldsend@bolsover.gov.uk> wrote:

Hi Stephen,

I hope you are well,

I have received a complaint from 3 Clowne Parish Councillors about a Facebook message posted by another Parish Councillor- Cllr Ross Walker. The post is on page 3 of the attached letter of complaint. You will note that he refers to an unnamed female as a "witch" and "a narcissit bitch". He does not name the councillor however in the replies to this post there is speculation as to who he is referring to with other people suggesting Hoy (Cllr Natalie Hoy), MD (Cllr Maxine Dixon) and SG (Cllr Sharon Gregory). Please note these 3 councillors are the 3 complainants and are the only female councillors on Clowne Parish Council.

I believe that he was referring to another parish councillors in his Facebook post and so was acting in his capacity as parish Councillor. I also believe that this could amount to a breach of the Clowne Parish Council's Code of Conduct which requires councillors to treat all other parish councillors with respect. I therefore propose to submit this complaint for formal investigation.

Please note I have invited Cllr Walker to comment on the complaints, however he has failed to respond.

I welcome your views,

Regards,

Jim Fieldsend

Assistant Director & Monitoring Officer

Ext: 2472

Mobile: 07966312930

Disclaimer

This email is confidential, may be legally privileged and contain personal views that are not the views of Bolsover District Council.

It is intended solely for the addressee. If this email was sent in error please notify the sender, delete the email and do not disclose, copy, distribute, or rely on it. Under the Data Protection Act 2018 and the Freedom of Information Act 2000 the contents of this email may be disclosed.

This message and attached files have been virus scanned. Attachments are opened at your own risk.

<Letter from Sharon Gregory.pdf>

Disclaimer

This email is confidential, may be legally privileged and contain personal views that are not the views of Bolsover District Council.

It is intended solely for the addressee. If this email was sent in error please notify the sender, delete the email and do not disclose, copy, distribute, or rely on it. Under the Data Protection Act 2018 and the Freedom of Information Act 2000 the contents of this email may be disclosed.

This message and attached files have been virus scanned. Attachments are opened at your own risk.

Our Ref: JF/- MC Feb 2-2023
Please Ask For: Mr J.Fieldsend
E-mail: jim.fieldsend@bolsover.gov.uk
Direct Line: 01246 242472
Date: 16th March 2023

The Arc
High Street
Clowne
Derbyshire
S43 4JY

PRIVATE AND CONFIDENTIAL
Councillor Ross Walker

Mr J.Fieldsend
Solicitor to the Council
and Monitoring Officer

Dear Cllr Walker,

Allegation of breach of Code of Conduct MC Feb 2-2023

Clowne Parish Council

I write to inform you that I have received a complaint against you as a Clowne Parish Councillor. The nature of the complaint is as outlined below.

Complainant	Complaint
Cllr Sharon Gregory, Cllr Maxine Dixon and Cllr Natalie Hoy	That you posted a disrespectful message on Facebook (see below) which breaches the Clowne Parish Council's code of conduct which requires you to treat other Councillors and members of the public with respect



Ross Walker

20 h · 🌐

So I've been dealing with some stuff. While I've been doing this a person who I will refer to as the witch has been casting her spells. Well here are some FACTS !!!

When the witch last spoke to me. She said " You, I will destroy you !!!"

It then began casting spells to everyone she cornered in the street and at council. It even along with her medal carried a file of lies about me which she would show to everyone who was to polite to walk away.

Water off a ducks back to me.

But now to get at me it's trying again to stop and hold back Clowne.

Just carry on casting spells and playing the victim you narcissist bitch.

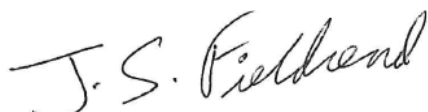
You need help.

I will now assess this complaint to decide whether it should proceed to a formal investigation. As part of my assessment I will consult with one of the Council's Independent Persons on this matter. I may also wish to discuss the complaint with you as part of this process.

I attach a copy of the Councillor Complaint Procedure to assist you with understanding the process that is adhered to when considering a possible complaint.

You have the right to consult one of the Independent Persons. If you wish to do so please let me know.

Yours sincerely

A handwritten signature in black ink that reads "J. S. Fieldsend".

Jim Fieldsend
Solicitor to the Council and Monitoring Officer

The Arc
High Street
Clowne
Derbyshire
S43 4JY

Our Ref: JF/- MC Feb 2-2023
Please Ask For: Mr J.Fieldsend
E-mail: jim.fieldsend@bolsover.gov.uk
Direct Line: 01246 242472
Date: 13th June 2023

PRIVATE AND CONFIDENTIAL
Councillor Ross Walker

Mr J.Fieldsend
Solicitor to the Council
and Monitoring Officer

Dear Cllr Walker,

Allegation of breach of Code of Conduct MC Feb 2-2023

Clowne Parish Council

I write in connection with the above and further to our discussion after BDC Annual Council last month.

I am now in receipt of Louise Arnold's report (enclosed) and note her finding (paras 14 to 17) and her recommendations (paras 18 to 20). As Monitoring Officer I am prepared for the complaint to proceed on the basis of these recommendations

Please confirm whether you accept the findings of the report and that (a) you are prepared to apologise as recommended and (b) you will undergo social media training.

If you do not accept these findings and recommendations I will be required to refer the complaint to a hearing by Standard Sub-Committee.

Please respond by 30th July 2023 at the latest.

If you wish to discuss this further please do not hesitate to contact me.

Yours sincerely,

J. S. Fieldsend

The Arc
High Street
Clowne
Derbyshire
S43 4JY

Jim Fieldsend
Solicitor to the Council and Monitoring Officer

Our Ref: JF/- MC Feb 2-2023
Please Ask For: Mr J.Fieldsend
E-mail: jim.fieldsend@bolsover.gov.uk
Direct Line: 01246 242472
Date: 14th September 2023

The Arc
High Street
Clowne
Derbyshire
S43 4JY

PRIVATE AND CONFIDENTIAL
Councillor Ross Walker

Mr J.Fieldsend
Solicitor to the Council
and Monitoring Officer

Dear Cllr Walker,

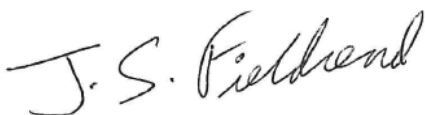
Allegation of breach of Code of Conduct MC Feb 2-2023

Clowne Parish Council

I write further to our telephone conversations this afternoon.

I wish to confirm the date of the Standards hearing as being the 24th October 2023 at 10.00am. The hearing will take place in Committee Room 1 at the Arc.

Yours sincerely,



Jim Fieldsend
Solicitor to the Council and Monitoring Officer

Clowne Parish Council

Code of Conduct for Councillors

Policy Statement

The role of Councillor across all tiers of local government is a vital part of our country's system of democracy. It is important that as Councillors we can be held accountable, and all adopt the behaviours and responsibilities associated with the role.

Each Councillor's individual conduct affects the reputation of all Councillors. We want the role of Councillor to be one that people aspire to. We also want individuals from a range of backgrounds and circumstances to be putting themselves forward to become councillors.

As Councillors, we represent local residents, work to develop better services and deliver local change. The public have high expectations of us and entrust us to represent our local area, taking decisions fairly, openly, and transparently. We have both an individual and collective responsibility to meet these expectations by maintaining high standards and demonstrating good conduct, and by challenging behaviour which falls below expectations.

Importantly, we should be able to undertake our role as a councillor without being intimidated, abused, bullied, or threatened by anyone, including the general public.

This Code has been designed to protect our democratic role, encourage good conduct and safeguard the public's trust in local government.

Introduction

The Local Government Association (LGA) has developed a Model Councillor Code of Conduct, in association with key partners and after extensive consultation with the sector, as part of its work on supporting all tiers of local government to continue to aspire to high standards of leadership and performance.

All councils are required to have a local Councillor Code of Conduct.

This is the Code of Conduct for Clowne Parish Councillors which is based on the LGA Model Councillor Code of Conduct.

Clowne Parish Council will be referred to as the “Council” throughout.

Definitions

For the purposes of this Code of Conduct, a “Councillor” means a member or co-opted member of Clowne Parish Council.

A “co-opted member” is defined in the Localism Act 2011 Section 27(4) as “a person who is not a member of the authority but who

- a) is a member of any committee or sub-committee of the authority, or;
- b) is a member of, and represents the authority on, any joint committee or joint sub-committee of the authority;

and who is entitled to vote on any question that falls to be decided at any meeting of that committee or sub-committee”.

Purpose of the Code of Conduct

The purpose of this Code of Conduct is to assist you, as a Councillor, in modelling the behaviour that is expected of you, to provide a personal check and balance, and to set out the type of conduct that could lead to action being taken against you.

It is also to protect you, the public, fellow Councillors, Council staff and the reputation of local government. It sets out general principles of conduct expected of all Councillors and your specific obligations in relation to standards of conduct.

The use of support, training and mediation from the Monitoring Officer at Bolsover District Council, the LGA and elsewhere is encouraged prior to action being taken using the Code.

The fundamental aim of the Code is to create and maintain public confidence in the role of Councillor and local government.

General Principles of Councillor Conduct

Everyone in public office at all levels; all who serve the public or deliver public services, including ministers, civil servants, councillors and local authority officers should uphold the [Seven Principles of Public Life](#), also known as the Nolan Principles.

These are in Appendix A to this Code; this Code should be read in conjunction with these principles.

Building on these principles, the following general principles have been developed specifically for the role of Councillor.

In accordance with the public trust placed in me, on all occasions:

- I act with integrity and honesty
- I act lawfully
- I treat all persons fairly and with respect; and
- I lead by example and act in a way that secures public confidence in the role of Councillor.

In undertaking my role:

- I impartially exercise my responsibilities in the interests of the local community
- I do not improperly seek to confer an advantage, or disadvantage, on any person
- I avoid conflicts of interest
- I exercise reasonable care and diligence; and
- I ensure that public resources are used prudently in accordance with my local authority's requirements and in the public interest.

Application of the Code of Conduct

This Code of Conduct applies to you as soon as you sign your declaration of acceptance of the office of Councillor or attend your first meeting as a co-opted member and continues to apply to you until you cease to be a Councillor.

This Code of Conduct applies to you when you are acting in your capacity as a Councillor which may include when:

- You misuse your position as a Councillor
- Your actions would give the impression to a reasonable member of the public with knowledge of all the facts that you are acting as a Councillor;

The Code applies to all forms of communication and interaction, including:

- at face-to-face meetings
- at online or telephone meetings
- in written communication
- in verbal communication
- in non-verbal communication
- in electronic and social media communication, posts, statements and comments.

You are also expected to uphold high standards of conduct and show leadership at all times when acting as a Councillor.

The Monitoring Officer has statutory responsibility for the implementation of the Code of Conduct, and you are encouraged to seek advice from the Monitoring Officer on any matters that may relate to the Code of Conduct.

Councillors are encouraged to seek advice from the Clerk, who may refer matters to the Monitoring Officer.

Standards of Councillor Conduct

This section sets out your obligations, which are the minimum standards of conduct required of you as a Councillor.

Should your conduct fall short of these standards, a complaint may be made to the Monitoring Officer against you. This may result in action being taken.

Guidance is included to help explain the reasons for the obligations and how they should be followed.

General Conduct

1. Respect

As a Councillor:

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

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

Respect means politeness and courtesy in behaviour, speech, and in the written word. Debate and having different views are all part of a healthy democracy. As a Councillor, you can express, challenge, criticise and disagree with views, ideas, opinions and policies in a robust but civil manner. You should not, however, subject individuals, groups of people or organisations to personal attack.

In your contact with the public, you should treat them politely and courteously. Rude and offensive behaviour lowers the public's expectations and confidence in Councillors.

In return, you have a right to expect respectful behaviour from the public. If members of the public are being abusive, intimidatory or threatening, you are entitled to stop any conversation or interaction in person or online and report them to the Clerk, the relevant social media provider or the Police. This also applies to fellow Councillors, where action could then be taken under the Councillor Code of Conduct, and Council employees, where concerns should be raised with the Clerk in line with the Council's Protocol for Councillor – officer relations and other employee policies.

2. Bullying, Harassment and Discrimination

As a Councillor:

2.1 I do not bully any person.

2.2 I do not harass any person.

2.3 I promote equalities and do not discriminate unlawfully against any person.

The Advisory, Conciliation and Arbitration Service (ACAS) characterises bullying as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. Bullying might be a regular pattern of behaviour or a one-off incident, happen face-to-face, on social media, in emails or phone calls, happen in the workplace or at work social events and may not always be obvious or noticed by others.

The Protection from Harassment Act 1997 defines harassment as conduct that causes alarm or distress or puts people in fear of violence and must involve such conduct on at least two occasions. It can include repeated attempts to impose unwanted communications and contact upon a person in a manner that could be expected to cause distress or fear in any reasonable person.

Unlawful discrimination is where someone is treated unfairly because of a protected characteristic. Protected characteristics are specific aspects of a person's identity defined by the Equality Act 2010. They are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Equality Act 2010 places specific duties on local authorities. Councillors have a central role to play in ensuring that equality issues are integral to the Council's performance and strategic aims, and that there is a strong vision and public commitment to equality across public services.

3. Impartiality of Officers of the Council

As a Councillor:

3.1 I do not compromise, or attempt to compromise, the impartiality of anyone who works for, or on behalf of, the Council.

Officers work for the Council as a whole and must be politically neutral (unless they are political assistants). They should not be coerced or persuaded to act in a way that would undermine their neutrality.

You can question staff in order to understand, for example, their reasons for proposing to act in a particular way, or the content of a report that they have written. However, you must not try and force them to act differently, change their advice, or alter the content of that report, if doing so would prejudice their professional integrity.

4. Confidentiality and Access to Information

As a Councillor:

4.1 I do not disclose information:

- a. given to me in confidence by anyone
- b. acquired by me which I believe, or ought reasonably to be aware, is of a confidential nature, unless
 - i. I have received the consent of a person authorised to give it;
 - ii. I am required by law to do so;
 - iii. the disclosure is made to a third party for the purpose of obtaining professional legal advice provided that the third party agrees not to disclose the information to any other person; or
 - iv. the disclosure is:
 1. reasonable and in the public interest; and
 2. made in good faith and in compliance with the reasonable requirements of the Council; and
 3. I have consulted the Monitoring Officer prior to its release.

4.2 I do not improperly use knowledge gained solely as a result of my role as a Councillor for the advancement of myself, my friends, my family members, my employer or my business interests.

4.3 I do not prevent anyone from getting information that they are entitled to by law.

Local authorities including the Council must work openly and transparently, and their proceedings and printed materials are open to the public, except in certain legally defined circumstances. Councillors should work on this basis, but there will be times when it is required by law that discussions, documents and other information relating to or held by the Council must be treated in a confidential manner. Examples include personal data relating to individuals or information relating to ongoing negotiations.

5. Disrepute

As a Councillor:

5.1 I do not bring my role or the Council into disrepute.

As a Councillor, you are trusted to make decisions on behalf of your community and your actions and behaviour are subject to greater scrutiny than that of ordinary members of the public. You should be aware that your actions might have an adverse impact on you, other Councillors and/or the Council and may lower the public's confidence in you or the Council's ability to discharge your/its functions. For example, behaviour that is considered dishonest and/or deceitful can bring the Council into disrepute.

You are able to hold the Council and fellow Councillors to account and are able to constructively challenge and express concern about decisions and processes undertaken by the Council whilst continuing to adhere to other aspects of this Code of Conduct.

6. Use of Position

As a Councillor:

6.1 I do not use, or attempt to use, my position improperly to the advantage or disadvantage of myself or anyone else.

Your position as a member of the Council provides you with certain opportunities, responsibilities, and privileges, and you make choices all the time that will impact others. However, you should not take advantage of these opportunities to further your own or others' private interests or to disadvantage anyone unfairly.

7. Use of Council's Resources and Facilities

As a Councillor:

7.1 I do not misuse Council resources.

7.2 I will, when using the resources of the Council or authorising their use by others:

- a. act in accordance with the Council's requirements; and
- b. ensure that such resources are not used for political purposes unless that use could reasonably be regarded as likely to facilitate, or be conducive to, the discharge of the functions of the Council or of the office to which I have been elected or appointed.

You may be provided with resources and facilities by the Council to assist you in carrying out your duties as a councillor.

Examples include:

- Office support
- Laptop and/or iPad or other technology
- Stationery
- Transport relating to the execution of your duties i.e. Councillor Training that requires travel
- Access to and use of Council buildings and rooms in the execution of your duties.

These are given to you to help you carry out your role as a Councillor more effectively and are not to be used for business or personal gain. They should be used in accordance with the purpose for which they have been provided and the Council's own policies regarding their use.

8. Complying with the Code of Conduct

As a Councillor:

8.1 I will undertake Code of Conduct training provided by the Council.

8.2 I cooperate with any Code of Conduct investigation and/or determination.

8.3 I do not intimidate or attempt to intimidate any person who is likely to be involved with the administration of any investigation or proceedings.

8.4 I comply with any sanction imposed on me following a finding that I have breached the Code of Conduct.

It is extremely important for you as a Councillor to demonstrate high standards, for you to have your actions open to scrutiny and for you not to undermine public trust in the Council or its governance. If you do not understand or are concerned about the Council's processes in handling a complaint you should raise this with the Monitoring Officer.

Protecting your reputation and the reputation of the District Council

9. Interests

As a Councillor:

9.1 I register and disclose my interests.

Section 29 of the Localism Act 2011 requires the Monitoring Officer to establish and maintain a register of interests of members of the Council.

You need to register your interests so that the public, Council employees and fellow Councillors know which of your interests might give rise to a conflict of interest.

The register is a public document that can be consulted when (or before) an issue arises. The register also protects you by allowing you to demonstrate openness and a willingness to be held accountable. You are personally responsible for deciding whether or not you should disclose an interest in a meeting, but it can be helpful for you to know early on if others think that a potential conflict might arise.

It is also important that the public know about any interest that might have to be disclosed by you or other Councillors when making or taking part in decisions, so that decision making is seen by the public as open and honest. This helps to ensure that public confidence in the integrity of local governance is maintained.

You should note that failure to register or disclose a disclosable pecuniary interest (dpi) as set out in **Table 1**, is a criminal offence under the Localism Act 2011.

Appendix B sets out the detailed provisions on registering and disclosing interests. If in doubt, you should always seek advice from your Monitoring Officer.

10. Gifts and hospitality

As a Councillor:

10.1 I do not accept gifts or hospitality, irrespective of estimated value, which could give rise to real or substantive personal gain or a reasonable suspicion of influence on my part to show favour from persons seeking to acquire, develop or do business with the Council or from persons who may apply to the Council for any permission, licence or other significant advantage.

10.2 I register with the Monitoring Officer any gift or hospitality with an estimated value of at least £25 and where appropriate any with a value less than £25 within 28 days of its receipt.

10.3 I register with the Monitoring Officer any significant gift or hospitality that I have been offered but have refused to accept.

In order to protect your position and the reputation of the Council, you should exercise caution in accepting any gifts or hospitality which are (or which you reasonably believe to be) offered to you because you are a Councillor.

The presumption should always be not to accept significant gifts or hospitality. However, there may be times when such a refusal may be difficult if it is seen as rudeness in which case you could accept it but must ensure it is publicly registered.

However, you do not need to register gifts and hospitality which are not related to your role as a Councillor, such as Christmas gifts from your friends and family. It is also important to note that it is appropriate to accept normal expenses and hospitality associated with your duties as a Councillor. If you are unsure, contact your Monitoring Officer for guidance.

11 Training

You must attend the Mandatory training set out in **Appendix C** and any other training the Council may deem is required from time to time.

You must attend the training detailed above as soon as reasonably practicable:

- (a) after your election; and
- (b) after your re-election;
- (c) after your appointment to a relevant Committee or Sub-Committee; and
- d) as required after changes in legislation, policy or procedure affecting the relevant Committee or Sub-Committee outlined above; and/or
- e) as frequently as set out in Appendix C

You must attend training if you are instructed to do so by a Standards Hearing Sub-Committee. If you fail to do so after 3 months or having been offered training on two occasions the fact of your failure will be reported to the Monitoring Officer.

12 Dispensations

The Council may grant you a dispensation to enable you to participate and vote on a matter in which you have a Disclosable Pecuniary Interest.

Requests for dispensation must be made, in writing to the Monitoring Officer, on one of the following grounds:

- That so many members of the decision-making body have disclosable pecuniary interests in a matter that it would impede the transaction of the business.

- That, without the dispensation, the representation of different political groups on the body transacting the business would be so upset as to alter the likely outcome of any vote on the matter.
- That the Council considers that the dispensation is in the interests of persons living in the Authority's area;
- That, without a dispensation, no member of the Council would be able to participate in the matter; or
- That the Council considers that it is otherwise appropriate to grant dispensation.

13 Pre Determination or Bias

Where you have been involved in campaigning in your political role on an issue which does not impact on your personal and/or professional life you should not be prohibited from participating in a decision in your political role as Member. However **do not** place yourself under any financial or other obligation to outside individuals or organisations that might seek to influence you in the performance of your official duties.

When making a decision, **do** consider the matter with an open mind and on the contents before the meeting at which the decision is to be taken. When reaching decisions on any matter you must have regard to any relevant advice provided to you where the Clerk is acting pursuant to his or her statutory duties.

Appendices

Appendix A – The Seven Principles of Public Life

The principles are:

Selflessness

Holders of public office should act solely in terms of the public interest.

Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must disclose and resolve any interests and relationships.

Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

Honesty

Holders of public office should be truthful.

Leadership

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

Appendix B Registering interests

Within 28 days of becoming a member or your re-election or re-appointment to office as a Councillor you must register with the Monitoring Officer the interests which fall within the categories set out in **Table 1 (Disclosable Pecuniary Interests)** which are as described in “The Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012”.

You should also register details of your other personal interests which fall within the categories set out in **Table 2 (Other Registerable Interests)**.

“Disclosable Pecuniary Interest” (DPI) means an interest of yourself, or of your partner if you are aware of your partner's interest, within the descriptions set out in Table 1 below.

"Partner" means a spouse or civil partner, or a person with whom you are living as husband or wife, or a person with whom you are living as if you are civil partners.

1. You must ensure that your register of interests is kept up-to-date and within 28 days of becoming aware of any new interest, or of any change to a registered interest, notify the Monitoring Officer.
2. A ‘sensitive interest’ is an interest which, if disclosed, could lead to the Councillor, or a person connected with the Councillor, being subject to violence or intimidation.
3. Where you have a ‘sensitive interest’ you must notify the Monitoring Officer with the reasons why you believe it is a sensitive interest. If the Monitoring Officer agrees, they will withhold the interest from the public register.

Non participation in case of Disclosable Pecuniary Interest

4. Where a matter arises at a meeting which directly relates to one of your Disclosable Pecuniary Interests as set out in **Table 1**, you must disclose the interest, not participate in any discussion or vote on the matter and must not remain in the Chamber or room where the meeting is being held unless you have been granted a dispensation. If it is a ‘sensitive interest’, you do not have to disclose the nature of the interest, just that you have an interest. Dispensation may be granted in limited circumstances, to enable you to participate and vote on a matter in which you have a disclosable pecuniary interest.

Disclosure of Other Registerable Interests

5. Where a matter arises at a meeting which ***directly relates*** to the financial interest or wellbeing of one of your Other Registerable Interests (as set out in **Table 2**), you must disclose the interest. You may speak on the matter only if members of the public are also allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation. If it is a ‘sensitive interest’, you do not have to disclose the nature of the interest.

Disclosure of Non-Registerable Interests

6. Where a matter arises at a meeting which ***directly relates*** to your financial interest or well-being (and is not a Disclosable Pecuniary Interest set out in Table 1) or a financial interest or well-being of a relative or close associate, you must disclose the interest. You may speak on the matter only if members of the public are also allowed to speak at the meeting. Otherwise you must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation. If it is a 'sensitive interest', you do not have to disclose the nature of the interest.
8. Where a matter arises at a meeting which ***affects*** –
- a. your own financial interest or well-being;
 - b. a financial interest or well-being of a relative or close associate; or
 - c. a financial interest or wellbeing of a body included under Other Registrable Interests as set out in **Table 2**

you must disclose the interest. In order to determine whether you can remain in the meeting after disclosing your interest the following test should be applied

9. Where a matter (referred to in paragraph 8 above) ***affects*** the financial interest or well-being:
- a. to a greater extent than it affects the financial interests of the majority of inhabitants of the ward affected by the decision and;
 - b. a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest

You may speak on the matter only if members of the public are also allowed to speak at the meeting. Otherwise you must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation.

If it is a 'sensitive interest', you do not have to disclose the nature of the interest.

Table 1: Disclosable Pecuniary Interests

This table sets out the explanation of Disclosable Pecuniary Interests as set out in the [Relevant Authorities \(Disclosable Pecuniary Interests\) Regulations 2012](#).

Subject	Description
Employment, office, trade, profession or vocation	Any employment, office, trade, profession or vocation carried on for profit or gain.
Sponsorship	Any payment or provision of any other financial benefit (other than from the council) made to the councillor during the previous 12-month period for expenses incurred by him/her in carrying out his/her duties as a councillor, or towards his/her election expenses. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.
Contracts	Any contract made between the councillor or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/civil partners (or a firm in which such person is a partner, or an incorporated body of which such person is a director* or a body that such person has a beneficial interest in the securities of*) and the council (a) under which goods or services are to be provided or works are to be executed; and (b) which has not been fully discharged.
Land and Property	Any beneficial interest in land which is within the area of the council. 'Land' excludes an easement, servitude, interest or right in or over land which does not give the councillor or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/ civil partners (alone or jointly with another) a right to occupy or to receive income.
Licenses	Any licence (alone or jointly with others) to occupy land in the area of the Council for a month or longer

Corporate tenancies	Any tenancy where (to the councillor's knowledge)— (a) the landlord is the Council; and (b) the tenant is a body that the councillor, or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/ civil partners is a partner of or a director* of or has a beneficial interest in the securities* of.
Securities	Any beneficial interest in securities* of a body where— (a) that body (to the councillor's knowledge) has a place of business or land in the area of the council; and (b) either— (i)) the total nominal value of the securities* exceeds £25,000 or one hundredth of the total issued share capital of that body; or (ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the councillor, or his/ her spouse or civil partner or the person with whom the councillor is living as if they were

* 'director' includes a member of the committee of management of an industrial and provident society.

* 'securities' means shares, debentures, debenture stock, loan stock, bonds, units of a collective investment scheme within the meaning of the Financial Services and Markets Act 2000 and other securities of any description, other than money deposited with a building society.

Table 2: Other Registrable Interests

<p>You must register as an Other Registerable Interest:</p> <p>a) any unpaid directorships</p> <p>b) any body of which you are a member or are in a position of general control or management and to which you are nominated or appointed by your authority</p> <p>c) any body</p> <p>(i) exercising functions of a public nature</p> <p>(ii) directed to charitable purposes or</p> <p>(iii) one of whose principal purposes includes the influence of public opinion or policy (including any political party or trade union)</p> <p>Of which you are a member of in a position of general control of management</p>
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Appendix C

Mandatory Training

Training	Scope	Frequency

Bolsover District Council

Councillor Complaints Procedure

Arrangements for dealing with standards allegations under the Localism Act 2011

1 Introduction

These “Arrangements” set out how you may make a complaint that an elected or co-opted member of Bolsover District Council, or of a parish or town council within the District, has failed to comply with the Authority’s Code of Conduct, and sets out how the Council will deal with allegations of a failure to comply with the authority’s Code of Conduct.

Under Section 28(6) and (7) of the Localism Act 2011, the Council must have in place “arrangements” under which allegations that a member or co-opted member of the Council or parish or town council within its area has failed to comply with that Authority’s Code of Conduct can be investigated and decisions made on such allegations.

Such arrangements must provide for the Council to appoint at least one Independent Person, whose views must be sought by the Council before it takes a decision on an allegation which it has decided shall be investigated, and whose views can be sought by the authority at any other stage, or by the member against whom an allegation has been made.

2 The Code of Conduct

The Council has adopted a Code of Conduct for members, which is attached as Appendix 1 to these arrangements and is available for inspection on the Authority’s website or on request from the Monitoring Officer.

Each parish or town council is also required to adopt a Code of Conduct. If you wish to inspect a Parish Council’s Code of Conduct, you should inspect any website operated by the parish or town council and request the parish clerk to allow you to inspect the parish or town council’s Code of Conduct.

3 Making a complaint

If you wish to make a complaint, please write or email to –

The Monitoring Officer
Bolsover District Council
The Arc
High Street
Clowne
S43 4JY

Or email jim.fieldsend@bolsover.gov.uk

The Monitoring Officer is a senior officer of the Authority who has statutory responsibility for maintaining the register of members' interests and who is responsible for administering the system in respect of complaints of member misconduct.

In order to ensure that we have all the information which we need to be able to process your complaint, please complete and send us the complaint form, which can be found on the Council's website, or obtained from the Monitoring Officer. If you need help to complete the form or make a complaint, please contact a member of the Legal Services Team on 01246 242428

Please provide us with your name and a contact address or email address, so that we can acknowledge receipt of your complaint and keep you informed of its progress.

If you want to keep your name and address confidential, please indicate this in the space provided on the complaint form together with the reason why you feel your identity should not be disclosed. However, only in exceptional cases will it be possible not to disclose your identity. As a matter of fairness and natural justice, the member should be told who has complained about them. The Authority does not normally investigate anonymous complaints, unless there is a clear public interest in doing so, for example:

- a) The complainant has reasonable grounds for believing that they will be at risk of intimidation, victimisation or physical harm if their identity is disclosed;
- b) The complainant is an officer who works closely with the member and they are afraid of the consequences to their employment if their identity is disclosed;
- c) The complainant suffers from a serious health condition, which may be adversely affected if their identity is disclosed.

If the Monitoring Officer decides to refuse a request for confidentiality, she/he will offer the complainant the option to withdraw the complaint rather than proceed with disclosure of the complainant's identity.

If the Monitoring officer considers that the disclosure of details of the complaint to the member might prejudice the investigation, the Monitoring officer can agree to delay notifying the member until consideration of the complaint has progressed sufficiently.

The Monitoring Officer will acknowledge receipt of your complaint within 10 working days of receiving it, and will keep you informed of the progress of your complaint. The Monitoring Officer will also normally inform the member who is subject of the complaint and invite their initial response at this stage.

4 Will your complaint be investigated?

The Monitoring Officer will review every complaint received and, after consultation with the Independent Person (see paragraph 11 below), take a decision as to whether it merits formal investigation. This decision will normally be taken within 20 working days of receipt of your complaint. A flowchart setting out the full procedure is set out at Appendix 2. Where the Monitoring Officer has taken a decision, he/she will inform you of his decision and the reasons for that decision.

Before assessment of the complaint begins the Monitoring Officer must be satisfied that the complaint:

- is against one or more named members of the Authority or an authority within their jurisdiction, and
- is about a member who was in office at the time of the alleged conduct and the Code of Conduct was in force at the time,
- is about the behaviour of the councillor when the councillor is carrying out their duties as councillor (the Code of Conduct does not apply to a Councillor's private life) and
- if proven, would be a breach of the Code under which the member was operating at the time of the alleged misconduct.

If the complaint meets each of these criteria it may be assessed for investigation through the Council's standards framework. In that event the Monitoring Officer has three options:

1. Refer the matter for investigation, or
2. Resolve the complaint informally with other action, or
3. Take no further action.

When deciding whether an investigation is necessary the Monitoring Officer must have regard to the duty to promote and maintain high standards of member conduct. Relevant factors include but are not limited to:

- Whether the available evidence suggests that the member was acting in their official capacity when the alleged conduct took place.
- Whether the information provided is sufficient to justify a referral for investigation.
- Is the complaint too trivial to warrant further action?
- Is the complaint best dealt with in other ways, by for example training
- Is the complaint about something that happened so long ago that there would be little benefit in taking action now?
- Is the complaint already the subject of an investigation or other action related to either the Code of Conduct or another disciplinary process?
- Does the complaint appear to be simply malicious, politically motivated or tit-for-tat?
- Is the complaint anonymous?
- Would an investigation serve any public benefit?

Where the Monitoring Officer requires additional information in order to come to a decision, he/she may come back to you for such information, and may request information from the member against whom your complaint is directed. Where your complaint relates to a Parish or Town Councillor, the Monitoring Officer will normally also inform the Parish Council of your complaint before deciding whether the complaint merits formal investigation.

Wherever possible, the Monitoring Officer will seek to resolve the complaint informally, without the need for a formal investigation. Such informal resolution may involve the

member accepting that his/her conduct was unacceptable and offering an apology, or other remedial action by the Authority. Where the member or the Authority make a reasonable offer of local resolution, but you are not willing to accept that offer, the Monitoring Officer will take account of this in deciding whether the complaint merits formal investigation.

It should be noted that a decision to refer a complaint for other action does not involve making any findings of fact; no conclusions are reached about what happened and no decision is made about whether the member failed to comply with the Code of Conduct. In addition, an investigation should not be viewed as something that can take place after other action has been attempted and is not to the satisfaction of one of the parties. There is a risk that other action will not be taken seriously if it is seen merely as a precursor to an investigation.

A decision to take 'other action' might also involve a member/members being asked to attend a relevant training course or engage in a process of conciliation. This form of other action is most beneficial where a complaint exposes systemic problems rather than individual ones; indeed other action does not have to be limited to the subject of the complaint. Matters that a Monitoring Officer might consider referring for "other action" include complaints that demonstrate:

- A need for a better understanding of procedures
- Lack of experience or training
- Tit-for-tat allegations between the same members
- A general breakdown of relationships, including those between members and officers, as evidenced by a pattern of allegations of minor disrespect/bullying
- Allegations that may be symptomatic of governance problems that are more significant than the allegations themselves.

If your complaint identifies criminal conduct or breach of other regulation by any person, the Monitoring Officer has the power to call in the Police and other regulatory agencies.

In some cases, at his/her discretion, the Monitoring Officer may refer the complaint to the Standards Committee to decide whether or not it should be investigated or other action taken.

Where the Monitoring Officer has taken a decision, he/she will inform you of his/her decision and the reasons for that decision.

5 How is the investigation conducted?

If the Monitoring Officer decides that a complaint merits formal investigation, he/she will appoint an Investigating Officer, who may be another senior officer of the Authority, an officer of another authority or an external investigator. The Investigating Officer will decide whether he/she needs to meet or speak to you to understand the nature of your complaint and so that you can explain your understanding of events and suggest what documents the Investigating Officer needs to see, and who the Investigating Officer needs to interview.

The Investigating Officer would normally write to the member against whom you have complained and provide him/her with a copy of your complaint, and ask the member to provide his/her explanation of events, and to identify what documents he needs to see and who he needs to interview. In exceptional cases, where it is appropriate to keep your identity confidential or disclosure of details of the complaint to the member might prejudice the investigation, the Monitoring Officer can delete your name and address from the papers given to the member, or delay notifying the member until the investigation has progressed sufficiently.

Where a complaint is raised by an officer regarding a member and while it is being investigated, the member must comply with any measures deemed appropriate by the Monitoring Officer in consultation with the Independent Person.

These measures may include, but are not limited to,

- Members not having contact with officer who has raised a complaint for the duration of the investigation and until an outcome is decided;
- Members contacting a nominated person if they wish to have contact with the officer who made a complaint;
- Officers not attending meetings with the member on their own;
- Members being required to copy in specified people in their email correspondence with the officer;
- Members being required to communicate with the officer in a specified form (for example, by email);
- Member's group leader being informed if one of their Members is the subject of a complaint.

At the end of his/her investigation, the Investigating Officer will produce a draft report and will send copies of that draft report, in confidence, to you and to the member concerned, to give you both an opportunity to identify any matter in that draft report which you disagree with or which you consider requires more consideration.

Having received and taken account of any comments which you may make on the draft report, the Investigating Officer will send his/her final report to the Monitoring Officer.

If the Monitoring Officer is not satisfied that the investigation has been conducted properly, he/she may ask the Investigating Officer to reconsider his/her report.

6 What happens if the Investigating Officer concludes that there is no evidence of a failure to comply with the Code of Conduct?

The Monitoring Officer will review the Investigating Officer's report and, if he/she is satisfied that the Investigating Officer's report is sufficient, the Monitoring Officer will write to you and to the member concerned, and if appropriate to the Parish or Town Council where the complaint relates to a Parish or Town Councillor, notifying you that he/she is satisfied that no further action is required, and giving you both a copy of the Investigating Officer's final report. If the Monitoring Officer is not satisfied that the investigation has been conducted properly, he/she may ask the Investigating Officer to reconsider his/her report. The Monitoring Officer will consult the Independent Person before making any decision following the investigation.

7 What happens if the Investigating Officer concludes that there is evidence of a failure to comply with the Code of Conduct?

The Monitoring Officer will review the Investigating Officer's report and will then either send the matter for local hearing before a Sub-Committee of the Standards Committee) or, after consulting the Independent Person, seek local resolution.

7.1 Local Resolution

The Monitoring Officer may consider that the matter can reasonably be resolved without the need for a hearing to formally determine whether a breach had in fact been committed. In such a case, he/she will consult with the Independent Person and with you as complainant and seek to agree what you consider to be a fair resolution which also helps to ensure higher standards of conduct for the future. Such resolution may include the member accepting that his/her conduct was unacceptable and offering an apology, and/or other remedial action by the authority. If the member complies with the suggested resolution, the Monitoring Officer will report the matter to the Standards Committee, and the Parish Council where applicable, for information, but will take no further action. However, if you tell the Monitoring Officer that any suggested resolution would not be adequate, the Monitoring Officer will refer the matter for a local hearing.

7.2 Local Hearing

If the Monitoring Officer considers that local resolution is not appropriate, or you are not satisfied by the proposed resolution, or the member concerned is not prepared to undertake any proposed remedial action, such as giving an apology, then the Monitoring Officer will report the Investigating Officer's report to the Sub-Committee which will conduct a local hearing before deciding whether the member has failed to comply with the Code of Conduct and, if so, whether to take any action in respect of the member.

The Monitoring Officer will conduct a "pre-hearing process", requiring the member to give his/her response to the Investigating Officer's report, in order to identify what is likely to be agreed and what is likely to be in contention at the hearing, and the Chairman of the Sub-Committee may explain and give guidance as to the manner in which the hearing will be conducted.

At the hearing, the Investigating Officer will present his/her report, call such witnesses as he/she considers necessary and make representations to substantiate his/her conclusion that the member has failed to comply with the Code of Conduct. For this purpose, the Investigating Officer may ask you as the complainant to attend and give evidence to the Sub-Committee. The member will then have an opportunity to give his/her evidence, to call witnesses and to make representations to the Sub-Committee as to why he/she considers that he/she did not fail to comply with the Code of Conduct.

If the Sub-Committee, with the benefit of any advice from the Independent Person, concludes that the member did not fail to comply with the Code of Conduct, it will dismiss the complaint.

If the Hearings Panel concludes that the member did fail to comply with the Code of Conduct, the Chairman will inform the member of this finding and the Sub-Committee will then consider what action, if any, it should take as a result of the member's failure to comply with the Code of Conduct. In doing this, the Sub-Committee will give the member an opportunity to make representations to the Sub-Committee and will consult the Independent Person, but will then decide what action, if any, to take in respect of the matter.

Referral to Standards Committee

In certain more serious or sensitive cases, the Monitoring officer may refer the case to the full Standards Committee rather than the Sub-Committee. The criteria for determining whether to refer the case to the full Committee are set out in Appendix 3 and such a decision shall be at the sole discretion of the Monitoring Officer based on those criteria.

8 What actions can the Standards Committee take where a member has failed to comply with the Code of Conduct?

The Council has delegated to the Standards Committee and the Sub-Committee such of its powers to take action in respect of individual members as may be necessary to promote and maintain high standards of conduct. Accordingly the Sub-Committee may –

- 8.1 Censure or reprimand its member or recommend that the council does so;
- 8.2 Publish its findings in respect of the member's conduct;
- 8.3 Report its findings to Council (or to the relevant Parish Council) for information;
- 8.4 Recommend to the member's Group Leader (or in the case of un-grouped members, recommend to Council or to Committees) that he/she be removed from any or all Committees or Sub-Committee s of the Council;
- 8.5 Recommend to the Leader of the Council that the member be removed from the Cabinet, or removed from particular Portfolio responsibilities;
- 8.6 Recommend to the Council that the member be replaced as Executive Leader;
- 8.7 Instruct the Monitoring Officer to (or recommend that the Parish or Town Council) arrange training for the member;
- 8.8 Recommend to full Council (or recommend to the Parish Council) that the member be removed) from all outside appointments to which he/she has been appointed or nominated by the Authority (or by the Parish Council);
- 8.9 Withdraw (or recommend to the Parish or Town Council that it withdraws) facilities provided to the member by the Council, such as a computer, website and/or email and Internet access; or

8.10 Exclude (or recommend that the Parish or Town Council exclude) the member from the Council's offices or other premises, with the exception of meeting rooms and public areas as necessary for attending Council, Committee and Sub-Committee meetings.

There is no power to suspend or disqualify the member or to withdraw a member's basic or special responsibility allowance.

9 What happens at the end of the hearing?

At the end of the hearing, the Chairman will state the decision of the Hearings Panel as to whether the member failed to comply with the Code of Conduct and as to any actions which the Sub-Committee resolves to take.

As soon as reasonably practicable thereafter, the Monitoring Officer shall prepare a formal decision notice in consultation with the Chairman of the Sub-Committee, and send a copy to you, to the member (and to the Parish Council where applicable), and make that decision notice available for public inspection.

10 What is the Sub-Committee?

The Sub-Committee of the Council's Standards Committee will comprise at least three members of the Council. The Sub-Committee will contain members from more than one political party depending on the political balance of the Council as a whole.

The Independent Person is invited to attend all meetings of the Standards Committee or Sub-Committee when a decision is being taken on whether the member's conduct constitutes a failure to comply with the Code of conduct or on any action to be taken following a finding of failure to comply with the Code of Conduct. His/her views will be sought and taken into consideration before any decision is taken on these matters.

The Standards Committee may also contain non-councillor or parish or town council members who may attend and participate in discussions at meetings of either the full Committee or the Sub-Committee, but they are not entitled to vote on any matter under discussion.

11 Who is the Independent Person?

The Independent Person is a person who has applied for the post following advertisement of a vacancy for the post, and is appointed by a positive vote from a majority of all the members of Council. There are a number of statutory restrictions on eligibility for this role to ensure that the post-holder has no close associations with the Council and is therefore truly independent. They are not a member of the Standards Committee but they must be consulted by the Monitoring Officer prior to any decisions or findings on alleged breaches of the Code and *may* be consulted at other stages of the complaints process.

The Independent Person may also be consulted by a member who is the subject of a complaint under this procedure. Any such consultation shall be arranged through the Monitoring Officer and the subject member will be advised by the Monitoring Officer as to the procedure for doing so at the relevant time.

Currently there are 2 Independent Persons

12 Revision of these arrangements

The Standards Committee may by resolution agree to amend these arrangements, and has delegated to the Chief Executive Officer the right to depart from these arrangements where he/she considers that it is expedient to do so in order to secure the effective and fair consideration of any matter.

13 Appeals

There is no right of appeal for you as complainant or for the member against a decision of the Monitoring Officer or of the Standards Committee or Sub Committee.

If you feel that the Authority has failed to deal with your complaint properly, you may make a complaint to the Local Government Ombudsman.

Appendix One - Bolsover District Council's Code of Conduct

Appendix Two – Standards Procedure Flow chart

Appendix Three - Criteria for referral of cases to the full Standards Committee

Appendix One

5.1 MEMBERS' CODE OF CONDUCT

Code of Conduct for Councillors

The role of councillor across all tiers of local government is a vital part of our country's system of democracy. It is important that as councillors we can be held accountable and all adopt the behaviours and responsibilities associated with the role. Each councillor's individual conduct affects the reputation of all councillors. We want the role of councillor to be one that people aspire to. We also want individuals from a range of backgrounds and circumstances to be putting themselves forward to become councillors.

As councillors, we represent local residents, work to develop better services and deliver local change. The public have high expectations of us and entrust us to represent our local area, taking decisions fairly, openly, and transparently. We have both an individual and collective responsibility to meet these expectations by maintaining high standards and demonstrating good conduct, and by challenging behaviour which falls below expectations.

Importantly, we should be able to undertake our role as a councillor without being intimidated, abused, bullied, or threatened by anyone, including the general public.

This Code has been designed to protect our democratic role, encourage good conduct and safeguard the public's trust in local government.

Introduction

The Local Government Association (LGA) has developed a Model Councillor Code of Conduct, in association with key partners and after extensive consultation with the sector, as part of its work on supporting all tiers of local government to continue to aspire to high standards of leadership and performance.

All councils are required to have a local Councillor Code of Conduct.

This is Bolsover's Code of Conduct for Councillors which is based on the LGA Model Councillor Code of Conduct. Bolsover District Council will be referred to as "the District Council" throughout.

Definitions

For the purposes of this Code of Conduct, a "Councillor" means a member or co-opted member of North East Derbyshire District Council. A "co-opted member" is defined in the Localism Act 2011 Section 27(4) as "a person who is not a member of the authority but who

- a) is a member of any committee or sub-committee of the authority, or;
- b) is a member of, and represents the authority on, any joint committee or joint sub-committee of the authority;

and who is entitled to vote on any question that falls to be decided at any meeting of that committee or sub-committee".

Purpose of the Code of Conduct

The purpose of this Code of Conduct is to assist you, as a Councillor, in modelling the behaviour that is expected of you, to provide a personal check and balance, and to set out the type of conduct that could lead to action being taken against you. It is also to protect you, the public, fellow Councillors, Bolsover District Council officers and the

reputation of local government. It sets out general principles of conduct expected of all Councillors and your specific obligations in relation to standards of conduct. The use of support, training and mediation from the Monitoring Officer, the LGA and elsewhere is encouraged prior to action being taken using the Code. The fundamental aim of the Code is to create and maintain public confidence in the role of Councillor and local government.

General principles of councillor conduct

Everyone in public office at all levels; all who serve the public or deliver public services, including ministers, civil servants, councillors and local authority officers should uphold the [Seven Principles of Public Life](#), also known as the Nolan Principles. These are in Appendix A to this Code. This Code should be read in conjunction with these principles.

Building on these principles, the following general principles have been developed specifically for the role of Councillor.

In accordance with the public trust placed in me, on all occasions:

- I act with integrity and honesty
- I act lawfully
- I treat all persons fairly and with respect; and
- I lead by example and act in a way that secures public confidence in the role of Councillor.

In undertaking my role:

- I impartially exercise my responsibilities in the interests of the local community
- I do not improperly seek to confer an advantage, or disadvantage, on any person
- I avoid conflicts of interest
- I exercise reasonable care and diligence; and
- I ensure that public resources are used prudently in accordance with my local authority's requirements and in the public interest.

Application of the Code of Conduct

This Code of Conduct applies to you as soon as you sign your declaration of acceptance of the office of Councillor or attend your first meeting as a co-opted member and continues to apply to you until you cease to be a Councillor.

This Code of Conduct applies to you when you are acting in your capacity as a Councillor which may include when:

- You misuse your position as a Councillor
- Your actions would give the impression to a reasonable member of the public with knowledge of all the facts that you are acting as a Councillor;

The Code applies to all forms of communication and interaction, including:

- at face-to-face meetings
- at online or telephone meetings
- in written communication
- in verbal communication
- in non-verbal communication

- in electronic and social media communication, posts, statements and comments.

You are also expected to uphold high standards of conduct and show leadership at all times when acting as a Councillor.

Your Monitoring Officer has statutory responsibility for the implementation of the Code of Conduct, and you are encouraged to seek advice from your Monitoring Officer on any matters that may relate to the Code of Conduct. Town and parish councillors are encouraged to seek advice from their Clerk, who may refer matters to the Monitoring Officer.

Standards of Councillor conduct

This section sets out your obligations, which are the minimum standards of conduct required of you as a Councillor. Should your conduct fall short of these standards, a complaint may be made to the Monitoring Officer against you. This may result in action being taken. Guidance is included to help explain the reasons for the obligations and how they should be followed.

General Conduct

1. Respect

As a Councillor:

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

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

Respect means politeness and courtesy in behaviour, speech, and in the written word. Debate and having different views are all part of a healthy democracy. As a Councillor, you can express, challenge, criticise and disagree with views, ideas, opinions and policies in a robust but civil manner. You should not, however, subject individuals, groups of people or organisations to personal attack.

In your contact with the public, you should treat them politely and courteously. Rude and offensive behaviour lowers the public's expectations and confidence in Councillors.

In return, you have a right to expect respectful behaviour from the public. If members of the public are being abusive, intimidatory or threatening, you are entitled to stop any conversation or interaction in person or online and report them to the District Council, the relevant social media provider or the Police. This also applies to fellow Councillors, where action could then be taken under the Councillor Code of Conduct, and District Council employees, where concerns should be raised with the District Council's Head of Paid Service in line with the District Council's Protocol for Councillor – officer relations which is in the District Council's Constitution and other employee policies.

2. Bullying, harassment and discrimination

As a Councillor:

2.1 I do not bully any person.

2.2 I do not harass any person.

2.3 I promote equalities and do not discriminate unlawfully against any person.

The Advisory, Conciliation and Arbitration Service (ACAS) characterises bullying as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. Bullying might be a regular pattern of behaviour or a one-off incident, happen face-to-face, on social media, in emails or phone calls, happen in the workplace or at work social events and may not always be obvious or noticed by others.

The Protection from Harassment Act 1997 defines harassment as conduct that causes alarm or distress or puts people in fear of violence and must involve such conduct on at least two occasions. It can include repeated attempts to impose unwanted communications and contact upon a person in a manner that could be expected to cause distress or fear in any reasonable person.

Unlawful discrimination is where someone is treated unfairly because of a protected characteristic. Protected characteristics are specific aspects of a person's identity defined by the Equality Act 2010. They are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Equality Act 2010 places specific duties on local authorities. Councillors have a central role to play in ensuring that equality issues are integral to the District Council's performance and strategic aims, and that there is a strong vision and public commitment to equality across public services.

3. Impartiality of officers of the District Council

As a Councillor:

3.1 I do not compromise, or attempt to compromise, the impartiality of anyone who works for, or on behalf of, the District Council.

Officers work for the District Council as a whole and must be politically neutral (unless they are political assistants). They should not be coerced or persuaded to act in a way that would undermine their neutrality. You can question officers in order to understand, for example, their reasons for proposing to act in a particular way, or the content of a report that they have written. However, you must not try and force them to act differently, change their advice, or alter the content of that report, if doing so would prejudice their professional integrity.

4. Confidentiality and access to information

As a Councillor:

4.1 I do not disclose information:

- a. given to me in confidence by anyone**

b. acquired by me which I believe, or ought reasonably to be aware, is of a confidential nature, unless

- i. I have received the consent of a person authorised to give it;**
- ii. I am required by law to do so;**
- iii. the disclosure is made to a third party for the purpose of obtaining professional legal advice provided that the third party agrees not to disclose the information to any other person; or**
- iv. the disclosure is:**
 - 1. reasonable and in the public interest; and**
 - 2. made in good faith and in compliance with the reasonable requirements of the District Council; and**
 - 3. I have consulted the Monitoring Officer prior to its release.**

4.2 I do not improperly use knowledge gained solely as a result of my role as a Councillor for the advancement of myself, my friends, my family members, my employer or my business interests.

4.3 I do not prevent anyone from getting information that they are entitled to by law.

Local authorities including the District Council must work openly and transparently, and their proceedings and printed materials are open to the public, except in certain legally defined circumstances. Councillors should work on this basis, but there will be times when it is required by law that discussions, documents and other information relating to or held by the District Council must be treated in a confidential manner. Examples include personal data relating to individuals or information relating to ongoing negotiations.

5. Disrepute

As a Councillor:

5.1 I do not bring my role or the District Council into disrepute.

As a Councillor, you are trusted to make decisions on behalf of your community and your actions and behaviour are subject to greater scrutiny than that of ordinary members of the public. You should be aware that your actions might have an adverse impact on you, other Councillors and/or the District Council and may lower the public's confidence in your or the District Council's ability to discharge your/its functions. For example, behaviour that is considered dishonest and/or deceitful can bring the District Council into disrepute.

You are able to hold the District Council and fellow Councillors to account and are able to constructively challenge and express concern about decisions and processes undertaken by the District Council whilst continuing to adhere to other aspects of this Code of Conduct.

6. Use of position

As a Councillor:

6.1 I do not use, or attempt to use, my position improperly to the advantage or disadvantage of myself or anyone else.

Your position as a member of the District Council provides you with certain opportunities, responsibilities, and privileges, and you make choices all the time that will impact others. However, you should not take advantage of these opportunities to further your own or others' private interests or to disadvantage anyone unfairly.

7. Use of District Council's resources and facilities

As a Councillor:

7.1 I do not misuse District Council resources.

7.2 I will, when using the resources of the District Council or authorising their use by others:

- a. act in accordance with the District Council's requirements; and**
- b. ensure that such resources are not used for political purposes unless that use could reasonably be regarded as likely to facilitate, or be conducive to, the discharge of the functions of the District Council or of the office to which I have been elected or appointed.**

You may be provided with resources and facilities by the District Council to assist you in carrying out your duties as a councillor.

Examples include:

- Office support
- Laptop and/or Ipad or other technology
- Stationery
- Transport
- Access to and use of District Council buildings and rooms.

These are given to you to help you carry out your role as a Councillor more effectively and are not to be used for business or personal gain. They should be used in accordance with the purpose for which they have been provided and the District Council's own policies regarding their use.

8. Complying with the Code of Conduct

As a Councillor:

8.1 I will undertake Code of Conduct training provided by the District Council.

8.2 I cooperate with any Code of Conduct investigation and/or determination.

8.3 I do not intimidate or attempt to intimidate any person who is likely to be involved with the administration of any investigation or proceedings.

8.4 I comply with any sanction imposed on me following a finding that I have breached the Code of Conduct.

It is extremely important for you as a Councillor to demonstrate high standards, for

you to have your actions open to scrutiny and for you not to undermine public trust in the District Council or its governance. If you do not understand or are concerned about the District Council's processes in handling a complaint you should raise this with the Monitoring Officer.

Protecting your reputation and the reputation of the District Council

9. Interests

As a Councillor:

9.1 I register and disclose my interests.

Section 29 of the Localism Act 2011 requires the Monitoring Officer to establish and maintain a register of interests of members of the District Council.

You need to register your interests so that the public, District Council employees and fellow Councillors know which of your interests might give rise to a conflict of interest. The register is a public document that can be consulted when (or before) an issue arises. The register also protects you by allowing you to demonstrate openness and a willingness to be held accountable. You are personally responsible for deciding whether or not you should disclose an interest in a meeting, but it can be helpful for you to know early on if others think that a potential conflict might arise. It is also important that the public know about any interest that might have to be disclosed by you or other Councillors when making or taking part in decisions, so that decision making is seen by the public as open and honest. This helps to ensure that public confidence in the integrity of local governance is maintained.

You should note that failure to register or disclose a disclosable pecuniary interest (dpi) as set out in **Table 1**, is a criminal offence under the Localism Act 2011.

Appendix B sets out the detailed provisions on registering and disclosing interests. If in doubt, you should always seek advice from your Monitoring Officer.

10. Gifts and hospitality

As a Councillor:

10.1 I do not accept gifts or hospitality, irrespective of estimated value, which could give rise to real or substantive personal gain or a reasonable suspicion of influence on my part to show favour from persons seeking to acquire, develop or do business with the District Council or from persons who may apply to the District Council for any permission, licence or other significant advantage.

10.2 I register with the Monitoring Officer any gift or hospitality with an estimated value of at least £25 and where appropriate any with a value less than £25 within 28 days of its receipt.

10.3 I register with the Monitoring Officer any significant gift or hospitality that I have been offered but have refused to accept.

In order to protect your position and the reputation of the District Council, you should exercise caution in accepting any gifts or hospitality which are (or which you reasonably

believe to be) offered to you because you are a Councillor. The presumption should always be not to accept significant gifts or hospitality. However, there may be times when such a refusal may be difficult if it is seen as rudeness in which case you could accept it but must ensure it is publicly registered. However, you do not need to register gifts and hospitality which are not related to your role as a Councillor, such as Christmas gifts from your friends and family. It is also important to note that it is appropriate to accept normal expenses and hospitality associated with your duties as a Councillor. If you are unsure, contact your Monitoring Officer for guidance.

11 Training

You must attend the Mandatory training set out in **Appendix C** and any other training the Council may deem is required from time to time.

You must attend the training detailed above as soon as reasonably practicable:

- (a) after your election; and
- (b) after your re-election;
- (c) after your appointment to a relevant Committee or Sub-Committee; and
- (d) as required after changes in legislation, policy or procedure affecting the relevant Committee or Sub-Committee outlined above; and/or
- e) as frequently as set out in Appendix C

You must attend training if you are instructed to do so by a Standards Hearing Sub-Committee. If you fail to do so after 3 months or having been offered training on two occasions the fact of your failure will be reported to the Committee.

12 Dispensations

The District Council may grant you a dispensation to enable you to participate and vote on a matter in which you have a Disclosable Pecuniary Interest.

Requests for dispensation must be made, in writing to the Monitoring Officer, on one of the following grounds:

- That so many members of the decision-making body have disclosable pecuniary interests in a matter that it would impede the transaction of the business.
- That, without the dispensation, the representation of different political groups on the body transacting the business would be so upset as to alter the likely outcome of any vote on the matter.
- That the District Council considers that the dispensation is in the interests of persons living in the Authority's area;
- That, without a dispensation, no member of the Cabinet would be able to participate in the matter; or
- That the District Council considers that it is otherwise appropriate to grant dispensation.

13 Pre determination or bias

Where you have been involved in campaigning in your political role on an issue which does not impact on your personal and/or professional life you should not be prohibited from participating in a decision in your political role as Member.

However **do not** place yourself under any financial or other obligation to outside individuals or organisations that might seek to influence you in the performance of your official duties.

When making a decision, **do** consider the matter with an open mind and on the contents before the meeting at which the decision is to be taken. When reaching decisions on any matter you must have regard to any relevant advice provided to you by:

- (a) the Head of Paid Service
- (b) the Chief Finance Officer; or
- (c) the Monitoring Officer,

where that officer is acting pursuant to his or her statutory duties.

Appendix A – The Seven Principles of Public Life

The principles are:

Selflessness

Holders of public office should act solely in terms of the public interest.

Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must disclose and resolve any interests and relationships.

Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

Honesty

Holders of public office should be truthful.

Leadership

Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

Appendix B Registering interests

Within 28 days of becoming a member or your re-election or re-appointment to office as a District Councillor you must register with the Monitoring Officer the interests which fall within the categories set out in **Table 1 (Disclosable Pecuniary Interests)** which are as described in “The Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012”. You should also register details of your other personal interests which fall within the categories set out in **Table 2 (Other Registerable Interests)**.

“Disclosable Pecuniary Interest” (DPI) means an interest of yourself, or of your partner if you are aware of your partner's interest, within the descriptions set out in Table 1 below.

"Partner" means a spouse or civil partner, or a person with whom you are living as husband or wife, or a person with whom you are living as if you are civil partners.

1. You must ensure that your register of interests is kept up-to-date and within 28 days of becoming aware of any new interest, or of any change to a registered interest, notify the Monitoring Officer.
2. A ‘sensitive interest’ is an interest which, if disclosed, could lead to the Councillor, or a person connected with the Councillor, being subject to violence or intimidation.
3. Where you have a ‘sensitive interest’ you must notify the Monitoring Officer with the reasons why you believe it is a sensitive interest. If the Monitoring Officer agrees, they will withhold the interest from the public register.

Non participation in case of Disclosable Pecuniary Interest

4. Where a matter arises at a meeting which directly relates to one of your Disclosable Pecuniary Interests as set out in **Table 1**, you must disclose the interest, not participate in any discussion or vote on the matter and must not remain in the Chamber or room where the meeting is being held unless you have been granted a dispensation. If it is a ‘sensitive interest’, you do not have to disclose the nature of the interest, just that you have an interest. Dispensation may be granted in limited circumstances, to enable you to participate and vote on a matter in which you have a disclosable pecuniary interest.
5. Where you have a Disclosable Pecuniary Interest on a matter to be considered or is being considered by you as a Cabinet member in exercise of your executive function, you must notify the Monitoring Officer of the interest and must not take any steps or further steps in the matter apart from arranging for someone else to deal with it.

Disclosure of Other Registerable Interests

6. Where a matter arises at a meeting which ***directly relates*** to the financial interest or wellbeing of one of your Other Registerable Interests (as set out in **Table 2**), you must disclose the interest. You may speak on the matter only if members of the public are also allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the

matter and must not remain in the room unless you have been granted a dispensation. If it is a 'sensitive interest', you do not have to disclose the nature of the interest.

Disclosure of Non-Registerable Interests

7. Where a matter arises at a meeting which **directly relates** to your financial interest or well-being (and is not a Disclosable Pecuniary Interest set out in Table 1) or a financial interest or well-being of a relative or close associate, you must disclose the interest. You may speak on the matter only if members of the public are also allowed to speak at the meeting. Otherwise you must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation. If it is a 'sensitive interest', you do not have to disclose the nature of the interest.
8. Where a matter arises at a meeting which **affects** –
 - a. our own financial interest or well-being;
 - b. a financial interest or well-being of a relative or close associate; or
 - c. a financial interest or wellbeing of a body included under Other Registrable Interests as set out in **Table 2**

you must disclose the interest. In order to determine whether you can remain in the meeting after disclosing your interest the following test should be applied.

9. Where a matter (referred to in paragraph 8 above) **affects** the financial interest or well-being:
 - a. to a greater extent than it affects the financial interests of the majority of inhabitants of the ward affected by the decision and;
 - b. a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest

You may speak on the matter only if members of the public are also allowed to speak at the meeting. Otherwise you must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation.

If it is a 'sensitive interest', you do not have to disclose the nature of the interest.

10. Where you have an Other Registerable Interest or Non-Registerable Interest on a matter to be considered or is being considered by you as a Cabinet member in exercise of your executive function, you must notify the Monitoring Officer of the interest and must not take any steps or further steps in the matter apart from arranging for someone else to deal with it.

Table 1: Disclosable Pecuniary Interests

This table sets out the explanation of Disclosable Pecuniary Interests as set out in the [Relevant Authorities \(Disclosable Pecuniary Interests\) Regulations 2012](#).

Subject	Description
Employment, office, trade, profession or vocation	Any employment, office, trade, profession or vocation carried on for profit or gain.
Sponsorship	Any payment or provision of any other financial benefit (other than from the council) made to the councillor during the previous 12-month period for expenses incurred by him/her in carrying out his/her duties as a councillor, or towards his/her election expenses. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.
Contracts	Any contract made between the councillor or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/civil partners (or a firm in which such person is a partner, or an incorporated body of which such person is a director* or a body that such person has a beneficial interest in the securities of*) and the council (a) under which goods or services are to be provided or works are to be executed; and (b) which has not been fully discharged.
Land and Property	Any beneficial interest in land which is within the area of the council. 'Land' excludes an easement, servitude, interest or right in or over land which does not give the councillor or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/ civil partners (alone or jointly with another) a right to occupy or to receive income.
Licenses	Any licence (alone or jointly with others) to occupy land in the area of the council for a month or longer.

Corporate tenancies	Any tenancy where (to the councillor's knowledge)— (a) the landlord is the council; and (b) the tenant is a body that the councillor, or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/ civil partners is a partner of or a director* of or has a beneficial interest in the securities* of.
Securities	Any beneficial interest in securities* of a body where— (a) that body (to the councillor's knowledge) has a place of business or land in the area of the council; and (b) either— (i)) the total nominal value of the securities* exceeds £25,000 or one hundredth of the total issued share capital of that body; or (ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the councillor, or his/ her spouse or civil partner or the person with whom the councillor is living as if they were.

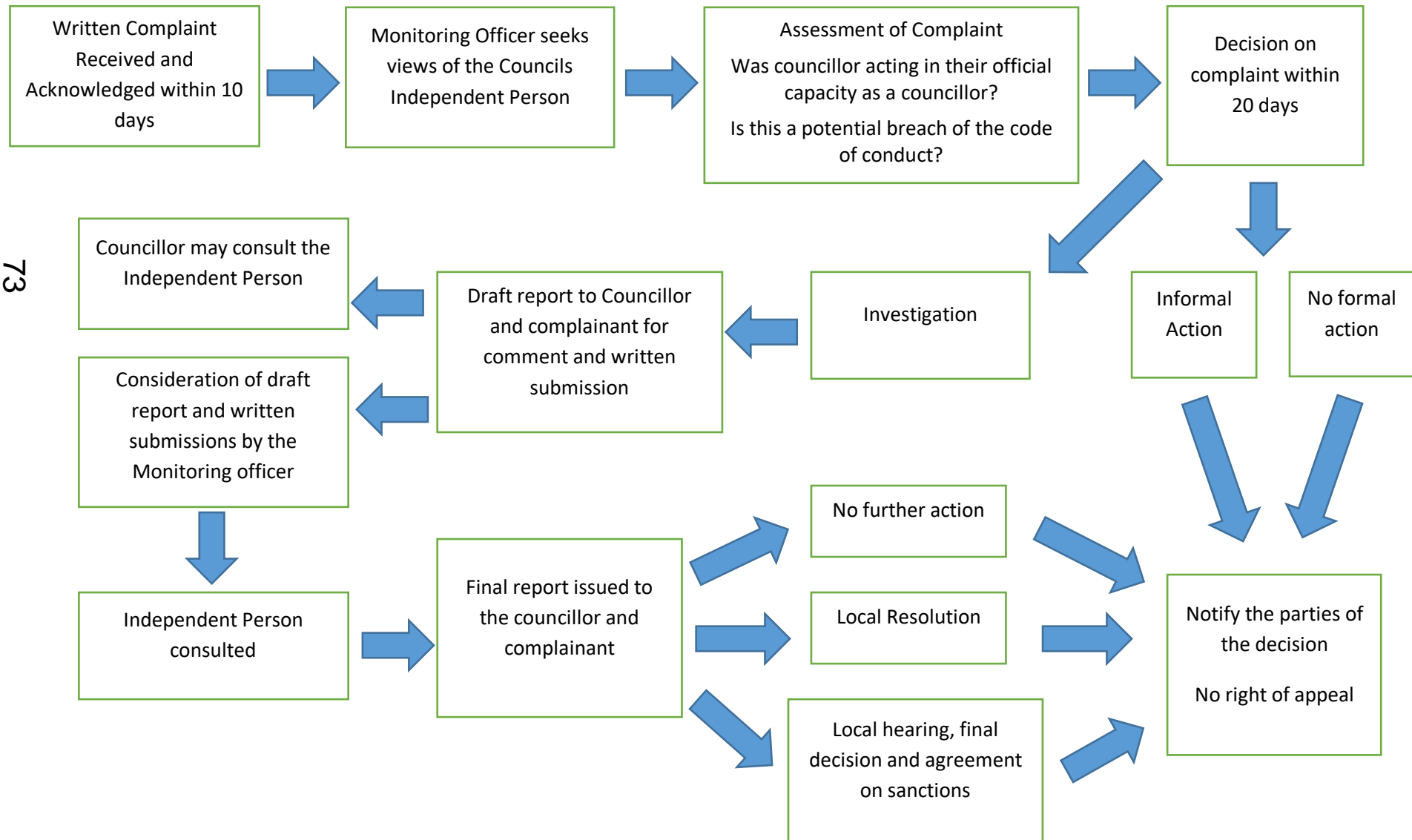
* 'director' includes a member of the committee of management of an industrial and provident society.

* 'securities' means shares, debentures, debenture stock, loan stock, bonds, units of a collective investment scheme within the meaning of the Financial Services and Markets Act 2000 and other securities of any description, other than money deposited with a building society.

Table 2: Other Registrable Interests

<p>You must register as an Other Registerable Interest:</p> <p>a) any unpaid directorships</p> <p>b) any body of which you are a member or are in a position of general control or management and to which you are nominated or appointed by your authority</p> <p>c) any body</p> <p>(i) exercising functions of a public nature</p> <p>(ii) directed to charitable purposes or</p> <p>(iii) one of whose principal purposes includes the influence of public opinion or policy (including any political party or trade union)</p> <p>Of which you are a member of in a position of general control of management</p>
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Appendix Two Standards Procedure Flow Chart



Appendix Three

Criteria for referral of cases to Standards Committee for hearing

- Does the status of the member or members, or the number of members about whom the complaints is made, make it difficult for the Sub Committee to deal with the complaint? For example is the member a group leader, or member of the authority's Cabinet?
- Does the status of the complainant or complainants make it difficult for the Sub Committee to deal with the complaint? For example is the complainant a group leader or member of the authority's cabinet, Chief Executive, monitoring officer or other senior officer?
- Does the Sub Committee believe that there is a potential conflict of interest so many members of the Sub Committee that it could not properly consider the complaint?
- Is the case so serious or complex, or involving so many members, that it cannot be handled by the Sub Committee?
- Does the complaint relate to long term of systemic member/officer bullying and therefore should to be considered by full Standards Committee
- Might the public perceive the authority to have an interest in the outcome of the complaint and therefore it is in the public interest for the case to be heard by the full committee rather than the Sub Committee?