

Public Document Pack



Hinckley & Bosworth
Borough Council

Bill Cullen MBA (ISM), BA(Hons) MRTPI
Chief Executive

Date: 21 August 2025

**To: Members of the Ethical Governance and
Personnel Committee**

Cllr CE Green (Chair)
Cllr A Pendlebury (Vice-Chair)
Cllr SL Bray
Cllr MB Cartwright
Cllr MA Cook

Cllr MJ Crooks
Cllr WJ Crooks
Cllr C Harris
Cllr KWP Lynch

Copy to all other Members of the Council

(other recipients for information)

Dear member,

There will be a meeting of the **ETHICAL GOVERNANCE AND PERSONNEL COMMITTEE** in the De Montfort Suite, Hinckley Hub on **MONDAY, 1 SEPTEMBER 2025 at 6.30 pm** and your attendance is required.

The agenda for the meeting is set out overleaf.

Yours sincerely

A handwritten signature in black ink, appearing to read 'R Owen'.

Rebecca Owen
Democratic Services Manager

Fire Evacuation Procedures

- On hearing the fire alarm, leave the building **at once** quickly and calmly by the nearest escape route (indicated by green signs).
- *There are two escape routes from the Council Chamber – at the side and rear. Leave via the door closest to you.*
- Proceed to **Willowbank Road car park**, accessed from Rugby Road then Willowbank Road.
- **Do not** use the lifts.
- **Do not** stop to collect belongings.

Recording of meetings

At HBBC we are open and transparent about how we make decisions. We allow recording, filming and photography at all public meetings including Council, the Executive and Planning Committee as long as doing so does not disturb or disrupt the proceedings. There may occasionally be some reports that are discussed in private session where legislation requires this to happen, but this is infrequent.

We also allow the use of social media during meetings, which helps to bring the issues discussed to a wider audience.

Members of the public, members of the press and councillors are hereby informed that, in attending the meeting, you may be captured on film. If you have a particular problem with this, please contact us so we can discuss how we may accommodate you at the meeting.

Use of mobile phones

To minimise disturbance to others attending the meeting, please switch off your phone or other mobile device or turn it onto silent or vibrate mode.

Thank you

A G E N D A

1. **APOLOGIES AND SUBSTITUTIONS**

2. **MINUTES OF PREVIOUS MEETING (Pages 1 - 4)**

To confirm the minutes of the previous meeting.

3. **ADDITIONAL URGENT BUSINESS BY REASON OF SPECIAL CIRCUMSTANCES**

To be advised of any additional items of business which the Chair decides by reason of special circumstances shall be taken as matters of urgency at this meeting.

4. **DECLARATIONS OF INTEREST**

To receive verbally from members any disclosures which they are required to make in accordance with the Council's code of conduct or in pursuance of Section 106 of the Local Government Finance Act 1992. **This is in addition to the need for such disclosure to be also given when the relevant matter is reached on the agenda.**

5. **QUESTIONS**

To hear any questions received in accordance with Council Procedure Rule 12.

6. **ANY OTHER ITEMS OF BUSINESS WHICH THE CHAIR DECIDES HAVE TO BE DEALT WITH AS MATTERS OF URGENCY**

As announced under item 3.

7. **MATTERS FROM WHICH THE PUBLIC MAY BE EXCLUDED**

To consider the passing of a resolution under Section 100A(4) of the Local Government Act 1972 excluding the public from the undermentioned item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1 and 10 of Schedule 12A of the 1972 Act.

8. **COMPLAINTS UPDATE**

9. **COMPLAINT 2025/08 (Pages 5 - 28)**

10. **COMPLAINT 2025/04 (Pages 29 - 46)**

11. **COMPLAINTS 2025/09, 10 & 11 (Pages 47 - 72)**

This page is intentionally left blank

HINCKLEY AND BOSWORTH BOROUGH COUNCIL
ETHICAL GOVERNANCE AND PERSONNEL COMMITTEE

13 AUGUST 2025 AT 10.00 AM

PRESENT: Cllr CE Green - Chair
Cllr SL Bray, Cllr MB Cartwright, Cllr MA Cook, Cllr MJ Crooks, Cllr WJ Crooks,
Cllr KWP Lynch and Cllr LJ Mullaney (for Cllr A Pendlebury)

Also in attendance: Gordon Grimes, Independent Person and Gill Sinclair,
Investigator

Officers in attendance: Julie Kenny and Rebecca Owen

124. Apologies and substitutions

Apologies for absence were submitted on behalf of Councillors Harris and Pendlebury, with the substitution of Councillor L Mullaney for Councillor Pendlebury authorised in accordance with council procedure rule 10.

125. Minutes of previous meeting

It was moved by Councillor W Crooks, seconded by Councillor Bray and

RESOLVED – the minutes of the meeting held on 24 June were confirmed as a correct record.

126. Declarations of interest

Councillor Cartwright declared that he knew the subject member in his role as Executive member for rural affairs but stated that this did not constitute an interest that would preclude him from taking part in the meeting.

Councillors J Crooks and W Crooks stated they knew the subject member as local councillors but did not consider him a close associate.

127. Matters from which the public may be excluded

On the motion of Councillor Cartwright seconded by Councillor J Crooks, it was

RESOLVED – in accordance with section 100A(4) of the Local Government Act 1972, the public be excluded from the following item of business on the grounds that it involves the disclosure of exempt information as defined in paragraphs 1, 2 and 10 of Part I of Schedule 12A of that Act.

128. Complaint 2024/26

The Ethical Governance & Personnel Committee considered the report of the independent investigator into a complaint about a parish councillor.

The investigator was present and had not called any witnesses. The subject member was in attendance.

Following introductions, the investigator presented the report which had found that the subject member had, on the balance of probabilities, breached the code of conduct when he accused the complainant of pressuring/coercing a colleague and when he told the complainant, in a forthright manner, to stop interrupting. The investigator found that this had breached the general obligation in the code of conduct in relation to treating others with respect.

In relation to a further allegation that the subject member had failed to treat the complainant with respect with questioning them about an agenda item, the investigator found that this did not amount to a breach of the code of conduct.

Members then asked questions of the investigator, following which the subject member was offered the opportunity to ask questions. The subject member then put his case forward and members asked questions of him.

The Independent Person was invited to comment on the case and in doing so indicated that he agreed with the findings of the investigator and also highlighted the power of an apology which may have prevented the complaint.

Being satisfied that all attendees had had the opportunity to speak, the meeting was adjourned for the committee to deliberate at 11.06am. The subject member indicated that he would prefer to receive the outcome after the meeting than await a response directly from the committee and left the room.

The committee, supported by the Monitoring Officer, Independent Person and the Democratic Services Manager, reconvened at 11.10am to reach a decision on the case.

Members were satisfied that the subject member had been acting in his capacity as a councillor at the time of the alleged incident.

Members considered whether the parish councillor's actions towards the complainant when making comments about the complainant pressuring or coercing a colleague and when he told the complainant to stop interrupting breached the code of conduct. They also considered the investigator's finding that no breach had occurred in relation to questioning the complainant on the content of a report. It was moved by Councillor Bray, seconded by Councillor Lynch and

RESOLVED –

- (i) The subject member's conduct towards the complainant when accusing them of pressuring / coercing a colleague did breach the parish council's code of conduct;
- (ii) The subject member's conduct towards the complainant when telling the complainant to stop interrupting, did breach the parish council's code of conduct;

- (iii) In relation to (i) and (ii) above, the following general obligation of the parish council's code of conduct was breached:

Respect

As a member:

I will treat others with respect

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

- (iv) The subject member's conduct towards the complainant when questioning them in relation to an agenda item did not breach the parish council's code of conduct.

The committee then went on to consider whether any sanctions should be applied.

It was felt that the subject member should be contacted to inform him that his conduct fell short of that expected of a parish councillor and that he be reminded that he is responsible for his actions and should not blame the complainant for having prompted his behaviour, and that an apology at the time may have prevented the complaint escalating.

Members suggested that the subject member be requested to send a formal written apology to the complainant and that if this wasn't completed within one calendar month, further sanctions by way of publication of a press release would be imposed.

It was moved by Councillor Bray, seconded by Councillor Cartwright and

RESOLVED –

- (i) The subject member be informed that his conduct fell short of that expected of a parish councillor;
- (ii) The subject member be reminded that he is responsible for his behaviour and that he should have apologised at the time;
- (iii) The subject member be requested to send a formal written apology to the complainant;
- (iv) Should the apology not be forthcoming, a press release be issued.

(The Meeting closed at 11.25 am)

CHAIR

This page is intentionally left blank

By virtue of paragraph(s) 1, 10 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1, 10 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1, 10 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1, 10 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1, 10 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1, 10 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1, 10 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1, 10 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1, 10 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1, 10 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank