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Chief Executive



**Hinckley & Bosworth
Borough Council**

Date: 04 November 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 **WEDNESDAY, 12 NOVEMBER 2025** at **10.00 am** 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, 2 and 10 of Schedule 12A of the 1972 Act.

8. COMPLAINTS - INVESTIGATION REPORTS (Pages 5 - 6)

The hearing procedure is attached.

(a) Complaint 2024/10 (Pages 7 - 62)

Investigation report attached.

(b) Complaints 2024/20 and 2024/22 (Pages 63 - 104)

Investigation report attached.

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HINCKLEY AND BOSWORTH BOROUGH COUNCIL
ETHICAL GOVERNANCE AND PERSONNEL COMMITTEE

1 SEPTEMBER 2025 AT 6.30 PM

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

Also in attendance: Gordon Grimes, Independent Person

Officers in attendance: Julie Kenny and Rebecca Owen

129. Apologies and substitutions

Apologies for absence were submitted on behalf of Councillor Lynch, with the substitution of Councillor Bools authorised in accordance with council procedure rule 10.

130. Minutes of previous meeting

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

RESOLVED – the minutes of the meeting held on 13 August 2025
be confirmed as a correct record.

131. Declarations of interest

Councillor Bools stated he was an attendee at the meeting referred to in complaint 2025/09 but did not take part and did not therefore have an interest to declare.

Councillor Cartwright declared a personal interest in complaint 2025/04 and confirmed that he would leave the meeting during consideration of the item.

Councillor Green declared a personal interest in complaint 2025/10 and confirmed she would leave the meeting during consideration of the item.

132. Matters from which the public may be excluded

On the motion of Councillor Cartwright seconded by Councillor Bray, 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 and 10 of Part I of
Schedule 12A of that Act.

133. Complaints update

It was reported that, as result of the hearing relating to complaint 2024/26 at the previous meeting, the subject member had submitted a written apology to the complainant and had therefore met the requirements of the committee.

134. Complaint 2025/08

Consideration was given to a complaint about a parish councillor which alleged bullying and victimisation. Members felt that the seriousness of the allegations warranted an investigation. It was moved by Councillor Bray, seconded by Councillor J Crooks and

RESOLVED – the complaint be referred for investigation.

Having declared an interest in the following item, Councillor Cartwright left the meeting at 6.42pm.

135. Complaint 2025/04

The committee considered a complaint about a borough councillor, alleging they had misled councillors and the public. Members felt that some of the matters raised in the complaint were for other agencies and that the committee was not in place nor able to make medical diagnoses. They felt the complainant had wasted officers' and members' time and public money in making a politically motivated complaint.

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

RESOLVED – no further action be taken.

Having declared an interest in the following item, Councillor Green left the meeting at 7.01pm.

Councillor Cartwright returned to the meeting at 7.02pm.

Councillor Pendlebury, as vice-chair, took the chair at this juncture.

136. Complaints 2025/09, 10 & 11

Members received a report which contained details of two complaints from three complainants about a parish councillor, and a counter-complaint from the parish councillor. The first two complaints (2025/09 and 2025/10) alleged aggression and rudeness at a meeting (which had resulted in police reports) and failure to declare membership of a political party when directly asked.

Members expressed concern that there had been several complaints about the subject member over recent years but the councillor had not complied with resolutions of this committee and had continued to behave poorly and therefore undertaking an investigation would be a waste of public money.

It was highlighted that the leader of the subject member's alleged national party had expressed the need to improve the behaviour of its members, and suggested that he should be informed of the continued poor behaviour of the subject member as one of his party members. Members also felt that a general reminder should be sent to the parish council to ensure register of interest forms were kept up to date.

In relation to complaints 2025/09 and 2025/10, it was moved by Councillor Bray, seconded by Councillor J Crooks and

RESOLVED –

- (i) Other action be taken by way of the chair writing to the party leader on behalf of the committee to inform them of their member's repeated poor behaviour;
- (ii) The parish council be reminded to ask councillors to ensure register of interest forms are kept up to date.

In relation to complaint 2025/11 which alleged two parish councillors were deceiving the public by changing political allegiance since being elected, the committee believed no deception had taken place. It was moved by Councillor Bray, seconded by Councillor W Crooks and

RESOLVED – No further action be taken.

(The Meeting closed at 7.23 pm)

CHAIR

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Extract from

Hinckley & Bosworth Borough Council Arrangements for dealing with complaints against councillors (Borough and Parish)

Hearings by the Ethical Governance and Personnel Committee

Hearings are not a court. Evidence will not be taken on oath and persons attending the hearing will not be expected to stand. The committee is quasi-judicial and the principles of natural justice will be applied. All comments or questions must be put through the Chair. The committee will reach its decisions on the balance of probabilities based on the evidence presented to it.

The subject member may be represented or accompanied during the meeting.

The EGPC Chair will:

- (i) introduce those present;
- (ii) establish that the hearing is quorate
- (iii) deal with any disclosures of interest;
- (iv) ensure that the participants understand the procedure to be followed;
- (v) ensure that the member, if unaccompanied, was made aware that he or she could have been represented.
- (vi) ensure that any issues of confidentiality are dealt with

If the subject member is not present, the committee will consider whether to hold the hearing in their absence or adjourn the hearing.

The investigator will act as a facilitator introducing any witnesses to give evidence. The subject member and/or his/her representative may ask questions of the investigating officer and any witnesses. The EGPC may ask questions of the investigating officer and any witnesses.

The subject member and/or his/her representative will put his/her case and may call witnesses. The EGPC may ask questions of the subject member and any witnesses.

The EGPC will withdraw to consider the case and come to a decision in private. The Monitoring Officer and the officer recording the proceedings will remain with the Committee. The Chair will announce the Ethical Governance and Personnel Committee's decision in respect to the material facts and whether they amounted to a breach of the Code of Conduct.

If a complaint is upheld:

The EGPC will decide if any of the following sanctions should be imposed:

- Formal apology
- Additional training
- Formal letter to the member concerned highlighting failings in their conduct
- Recommendation to Council / Parish Council on the removal of the member from membership of a specific committee, outside body or position of responsibility
- Recommendation to the political group leader (if applicable) on the removal of the member from a specific committee, outside body or position of responsibility
- Issue of a press release on the nature of the complaint and the committee's decision which will be published on the council's website
- A recommendation to Council that the member be censured.
- Limit the member's access to support services and officers (if a Borough member).

If the complaint is not upheld

No action will be taken against the councillor concerned.

You, the subject member, the group leader and town or parish clerk (if applicable) will be informed of the committee's decision.

By virtue of paragraph(s) 1, 2, 10 of Part 1 of Schedule 12A of the Local Government Act 1972.

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