

Complaint SC 20 10

Customer Name:

Title	First name	Last name
Miss	Vicky	Haines

Customer Address:

Flat	House	Street	Locality / Village	Town	Postcode

Customer Contact Details:

Email Address	Phone Number	Mobile Number

I wish to request that my identity is kept confidential: No

Please tell us which complainant type best describes you: An elected or co-opted member of an authority

Council Member(s):

Title	FirstName	Last name	Council or authority name
Mr.	Sam	England	Goxhill Parish Council

Code of Conduct breaches: 3.1 "You must treat others with respect and courtesy"

Please provide us with the details of your complaint.: At the parish council meeting dated 5/11/2020, during the approval of the councils finances a question was raised by Cllr England querying my salary and expenses over the last several months.

Cllr England was quoting my take home pay in the public session at which point I interrupted him and stated that this wasn't the meeting for this conversation and that there are specific procedures that need to be followed, I then reminded Cllr England that this was a conversation we had previously had.

Despite my efforts to end the conversation, Cllr England stated it's a council meeting and continued to quote my take home pay; information that he had taken from the finance documents. Documents that are emailed to the Cllrs prior to a council meeting which includes information that isn't in the public domain.

Previously on 4/4/2020 Cllr England raised the same question directly with me via email. I collated and forwarded him the requested details on email dated 4/4/2020. (Copied in Cllr Gathercole as Chair of the Parish Council and the Personnel Committee). I was unsure of the situation so I had a conversation with Steve Shaw-Wright at ERNLLCA 4/4/2020, 2.05pm, were I was informed that this information should only be made available to the personnel committee.

I then sent the enclosed the following email to Cllr England (Copied Cllr Gathercole as Chair of the Parish Council and the personnel committee):

"Hi Sam,

I have sent this however I have been informed I shouldn't have! This information isn't available to everybody and for future reference should you have any query relating to this and anything other relating to the Clerk, please address to personal for them to go down the correct route

Thanks

Vicky Haines

Parish Clerk and RFO

Goxhill Parish Council"

(I have the original email which I can email)

I then received an email from Cllr Gathercole, Chair of the Parish Council addressed to myself, Cllr England and the Personnel Committee as per the following:

"Hello Cllr England.

As courtesy to the role of Chair could you please copy me into emails you send to individuals of the council.

Now to the matter in point.

Ms Haines is employed by the council and as you are aware the council has delegated all matters of employment including Pay and allowances to the Personnel Committee.

You as an individual member of the council are not permitted to ask the clerk matters of this nature through private emails. You can ask the council questions of this nature through the private session in the council meeting and the Chair of the Personnel Committee can decide if your question is valid and answer accordingly.

Ms Haines has indeed answered your question as courtesy and sent you an email.

As you know emails are not secure and as consequence you should destroy the copy you have received and not show it to members outside the addresses as above or discuss with members of the public.

Distribution of such could be deemed as a breach of confidentiality under NLC Code of conduct.

I have in the past sought legal advice on such an issue.

Mike Gathercole

Sent from my iPhone"

(I have the original email which I can send)

Despite Cllr England previously being made aware of the correct procedure both by myself and the Chair of the Parish Council; Cllr England continued to quote my salary and expensive in a public meeting that consisted of the Parish Council, 6+ members of public and 2 Ward Cllrs.

I was extremely upset and disappointed, however continued my duties in the meeting.

Please explain what steps, if any, you have taken to resolve this complaint directly with the member concerned: After the meeting dated 5/11/2020, I emailed all members of the Personnel Committee and included the Chair of the Parish Council expressing the disappointment and upset I felt after having a Cllr disclose personal information regarding my salary in a public meeting.

This was purely to express my extreme concern and not for any investigation to be carried out by the Parish Council.

I was informed by the Chair of the Personnel Committee that there is currently an ongoing situation with Cllr England and the Personnel Committee, to which I then decided not to address this with the Parish Council going forward but to address through North Lincolnshire Council.

Would you be prepared to engage in mediation with the member concerned, if considered appropriate, to try and resolve the complaint?: Yes

Declaration:

Declaration
I accept

Customer Name:

Title	First name	Last name
Mr	Mike	Gathercole

Customer Address:

Flat	House	Street	Locality / Village	Town	Postcode

Customer Contact Details:

Email Address	Phone Number	Mobile Number

I wish to request that my identity is kept confidential: No

Please tell us which complainant type best describes you: An elected or co-opted member of an authority

Council Member(s):

Title	FirstName	Last name	Council or authority name
Mr.	Sam	England	Goxhill Parish Council

Code of Conduct breaches: 3.1 "You must treat others with respect and courtesy", 3.2 "You must not bully or intimidate any person".

Please provide us with the details of your complaint.: As chair of the parish council, I would like to register a complaint regarding CLLR ENGLAND's conduct. My complaint follows emails received from fellow councillors urging me to take action as chair of the Parish Council. Included within this, other councillors have agreed on this complaint, they include CLLR STANCER, CLLR KIRWAN, CLLR CLEGHORN, CLLR DUNKLEY, CLLR LAWTEY, and CLLR GORBUTT, in total including myself amount to seven councillors all agreeing to the submission of this complaint.

CLLR ENGLAND is in our opinion in breach of sections 3.1 and 3.2, of the code and is amounting to bullying and not showing respect towards the clerk of Goxhill Parish Council MS V HAINES.

At our latest Full council meeting in January 2021 (members of the public being present) and at the Decembers full council meeting in 2020 he was disrespectful and was bullying the clerk into supplying financial details of her employment. He also informed the full meeting in January he did not agree with the minutes of the December's full council meeting since they did not show openness in regards to himself when he had declared he wanted the minutes to be written verbatim as to a statement he made to the council. Regarding this incident, prior to submitting the minutes our Clerk MS V HAINES sought advice from ERNLLCA regarding minuting verbatim and the advice sought that 'minutes should be as short as is consistent with clarity and accuracy, not a verbatim report or a

record of discussion or argument and that if requested the objecting councillors name is to be recorded.'

Following this advice MS V HAINES emailed CLLR ENGLAND the below email informing him of the advice sought and the outcome ensuring CLLR ENGLAND was fully aware. Despite receiving this email on the 7th December 2020, CLLR ENGLAND still chose to raise this as an issue in Januarys meeting, accusing our Clerk of censoring the minutes. Another example of bullying her.

"On 7 Dec 2020, at 10:42, Vicky Haines wrote:

Dear Sam,

Having received the following advice from ERNLLCA, I will record your objection to the motion by name not by verbatim as requested

If a councillor wants their vote recording in the minutes, then you could record

" a vote was taken and approved by a majority decision of 10 to 1 Cllr Jones asked his vote against the proposal be noted in the minutes". The Clerk should not record verbatim why the councillor voted in such a way. Minutes are a public record of what the council undertakes, not the speeches / contributions of individual members.

Kind Regards

Vicky Haines

Parish Clerk and RFO

Goxhill Parish Council

CLLR ENGLAND is fully aware his actions and statements amount to bullying. His constant actions and comments towards the clerk appear to becoming a regular occurrence.

Whilst approving the council's precept for 2021/2022 the first section to be approved was the Clerks expenditure. CLLR ENGLAND immediately stated ' Has anyone actually investigated these figures' CLLR ENGLAND then made reference to an email he had sent that evening to the head of personnel committee were CLLR ENGLAND documented where he had researched the clerks expenditure for the following villages: Barrow, Hibaldstow, Ulceby, Barnetby, Scawby and compared them to Goxhill. At this point MS V HAINES was clearly distressed and stated the like for like could not be measured since Goxhill had other factors to be taken into consideration. I had to call the meeting to account since CLLR ENGLAND was showing disrespect and bullying MS V HAINES. CLLR ENGLAND did not have permission of the full council to approach these other councils.

The clerk on a monthly basis submits to the personnel committee and myself her expenses breakdown and detailed timesheet, which is always to a high standard as with the work she carries out on a day-to-day basis. The committee agrees to these matters and the minutes are recorded as to acceptance. They are also ratified by the full council at the following months council meeting.

It is becoming more and more obvious that CLLR ENGLAND will not relent on our Clerk until I feel something drastic will happen, such as she resigns which would have a massive impact on our council which is running to a very high standard. Her departure would also be a reflection on the councils inability to manage its Human Resources and would not bode well if the council was justify the actions of CLLR ENGLAND at a subsequent employment tribunal.

Below is a copy of the email sent from CLLR ENGLAND to the head of personnel committee CLLR DUNKLEY and this is along with many other matters where CLLR ENGLAND has demanded to see the Clerks expenses breakdown and timesheet, despite being told this is protected under GDPR. CLLR ENGLAND has also made threats he will not approve any finances until he is satisfied they are 100% transparent, despite Goxhill already being 100% transparent with finances that are allowed (Clerk expense breakdown excluded)

Dear Freda

I am contacting you as chair of the personnel committee prior to January's full Parish Council meeting.

Prior to Thursday's meeting, I have been examining closely the proposed precept, which is by a long way the largest I have ever seen for Goxhill Parish Council. There are some startling entries which I will be looking for clarity on, however my reason for contacting you personally is because I have some queries relating to the amount proposed for staff expenditure which has been proposed at £24,400.

Firstly, can Goxhill Parish Council justify such a huge cost?

I ask this specifically because at Thursday's meeting the whole council will be asked to pass the 2021/22 precept, when some councillors aren't even allowed to see exactly how some expenses relating to staff expenditure are calculated.

I have already made the council aware of my opinion on this matter and will not be approving expenses until I am satisfied that Goxhill Parish Council is 100% transparent with all of its affairs.

After having compared Goxhill to other villages of similar sizes in North Lincolnshire, I am very surprised at how we compare with staff costs. Here are some for comparison:

Goxhill, population 2200, staff expenses £24,400

Ulceby, population 1711, staff expenses £3153

Barnetby, population 1700, staff expenses £5176

Hibaldstow, population 2350, staff expenses £3759

Scawby, population 2243, staff expenses £7612

Barrow, population 3000, staff expenses £9209

Alarming! I am sure you will agree.

I appreciate that Goxhill is a diverse village, but is it that different to other villages in North Lincolnshire that we are spending 4,5 or 6 times more on our staff expenses that other villages do?

I know that comparing villages is like comparing apples to oranges, and I know our clerk has the added responsibility of the cemetery and the Neighbourhood Plan, but those

aside, why are we as a council spending significantly more than every other parish?
I would not be asking such questions if information relating to how the £24,400 was calculated in detail and I could see 2020/21 finances in detail for comparison, and I know that this information will not be forthcoming.

I feel Goxhill Parish Council should be looking at ways to save money. Staff costs have increased from £14892 in 2017/18 to £24400 in 2020/21. That is an increase of £9508 a year in just 3 years. Please can you justify this.

If you would like to discuss this further, please don't hesitate to contact me personally.

I look forward to hearing from you.

Kind regards

Sam

For whatever reason CLLR ENGLAND appears to have a vendetta against MS V HAINES and his bullying is having an effect on her and is damaging towards her health and mental wellbeing and is indeed affecting her ability to perform to the usual high standards set by the council to which she always meets.

Those councillors mentioned herein have all stated they are prepared to make written statement on the subject of bullying and disrespect shown by CLLR ENGLAND towards MS V HAINES.

Please explain what steps, if any, you have taken to resolve this complaint directly with the member concerned: There has been frequent email correspondence between the chair of the personnel committee and CLLR ENGLAND explaining that the Clerk wages and expense breakdown is covered by data protection, however CLLR England refuses to accept this answer so our only option is to report through the correct channels

Would you be prepared to engage in mediation with the member concerned, if considered appropriate, to try and resolve the complaint?: No

Please state reason why: I don't feel the situation can be solved with mediation

Declaration:

Declaration
I accept

Customer Name:

Title	First name	Last name
Miss	Vicky	Haines

Customer Address:

Flat	House	Street	Locality / Village	Town	Postcode

Customer Contact Details:

Email Address	Phone Number	Mobile Number

I wish to request that my identity is kept confidential: No

Please tell us which complainant type best describes you: An elected or co-opted member of an authority

Council Member(s):

Title	FirstName	Last name	Council or authority name
Mr.	Sam	England	Goxhill Parish Council

Code of Conduct breaches: 3.1 "You must treat others with respect and courtesy", 3.2 "You must not bully or intimidate any person".

Please provide us with the details of your complaint.: The incident first began, when I as clerk received information from a councillor via telephone that part of the MUGA that was broken, awaiting repair had gone missing. Wed 10/02/2021 10:49, I emailed the council asking if anyone was aware in the hope that a councillor had taken it to try and repair

In reply to my email Cllr Mike Gathercole on 10/02/2021 at 16:20, sent an email to the council stating "The time has come I think to place my night camera in the park, moving it around adhoc to see the wildlife that visits the park late at night"

This then started several, in my opinion argumentative emails between some councillors regarding this subject to which I as Clerk was copied in to.

Cllr Mike Gathercole then sent the below email (1) Thur 11/2/2021 13:29 clearly stating the parish council will not be considering cameras (stated twice in the email)

(1) Thu 11/02/2021 13:29

From Mike Gathercole to the full council

Hello Jack/Sam.

The PC has no intention of placing cameras in the park. However as a member of the public if I wanted I am legally entitled to take photos in the park of anyone or thing.

I have sent you Jack information from the Police stating a member of the public can take photographs of anyone including children in public.

The National Police Chiefs Council will willingly send you the instruction to Police Officers on the subject.

PINAC. The anachronism for Photography Is Not A Crime is well documented on the internet.

You may be getting mistaken about surveillance cameras etc which is a different subject and is also well documented on the internet.

Once again, the PC is not presently considering placing cameras in the park.

Mike Gathercole
Sent from my iPhone

Shown in emails numbered 2-6, email correspondence continued between Cllr Sam England and myself as Parish Clerk regarding this subject.

Cllr Sam England made me feel extremely bullied, harassed, intimidated and undermined.

(2) Mon 15/02/2021 09:13

From Cllr Sam England to goxhillparishcouncil@gmail.com

Dear Vicky

I am emailing you as both the Proper Officer of GPC and the Senior Child Protection Person at GPC.

I hope you are aware of the recent email exchanges between councillors, some suggesting and supporting the use of covert surveillance/ wildlife cameras in the park (Mike and Marion) and some advising against such behaviour (myself and Jack). (Freda has both supported and advised against)

I would hope that as our Senior Child Protection Person you have already advised Mike that he shouldn't be installing any cameras in a public place, even if he claims it is for wildlife purposes.

I haven't seen any comments from yourself on this matter in any capacity, so can only assume you have remained silent, when in my opinion you should be taking charge and advising councillors accordingly, for both their own protection and the protection of

GPC.

Following suggestions made by Mike claiming he can film whoever he likes whenever he likes, without permission (adults or children) on the park/ playing field, I sought advice from the safeguarding lead at Baysgarth school and the Police on this matter.

The Safeguarding lead at Baysgarth School was shocked and disgusted at the idea of someone placing cameras in a public area, and would be keen to know if any students from her school were being secretly filmed by either an individual or GPC as an authority.

The Police Sargeant who called me yesterday evening (Sergeant Jamie Allen) was equally as shocked at this idea, especially as it was being suggested by an ex-police officer. I informed him of the content of Mike's emails and he clearly stated that Mike is wrong.

Even if Mike decides to install his personal cameras for his own personal use using PINAC as his reference point (PINAC are an American media group who predominantly film the police in the USA), as a body/ authority who have been made aware of his intent, and as he is the chair of the authority (GPC), the Parish Council itself would be at fault.

Sargeant Allen then stated that in order to install any sort of remote surveillance in any public location, GPC or an individual would need permission and licenses from the Data Commissioner and the whole process would need to be well documented and displayed. Any attempt to secretly place surveillance equipment in a public area should be reported to the police and they will deal with the issue. Only with support from RIPA (Regulation of Investigatory Powers Act) would we or an individual be allowed to place cameras in a public place in order to gather evidence secretly.

Sargeant Allen then stated that even if the issue was progressed this permission would not be granted.

He also mentioned that if cameras were found on the park and the public/ parents were made aware, this could be very damaging for GPC.

Sargeant Allen and his policing team are not planning to intervene in this matter at present, however has given me his contact details should I have any further concerns on this issue.

I feel I have done all I can for the moment to hopefully prompt a change in attitude from our chairman, and will leave it to you as the Proper Officer to advise your councillor accordingly.

If you would like to discuss this matter further, please don't hesitate to call me.

Kind regards
Sam



From: Vicky Haines
Sent: Monday, February 15, 2021 11:23
To: 'Samuel England'
Subject: RE: Cameras in the park/ playing field

(3) Dear Sam

Thank you for your email

As proper officer of Goxhill Parish Council, I have never received, from any Parish Councillor a request to add the siting of surveillance equipment to the agenda for any parish council meeting.

I have also not been approached by any member of the public to place any surveillance equipment within parish council property.

Many Thanks

Vicky Haines
Parish Clerk and RFO
Goxhill Parish Council
Parish Rooms, Howe Lane, Goxhill, North Lincolnshire, DN19 7HS
Tel: 07834 418338
Email: goxhillparishcouncil@gmail.com

Mon 15/02/2021 11:33
Cllr Sam England to Vicky Haines

(4) Vicky

I can see that you have been copied in to every email regarding this issue. The email trail

is titled MUGA Repair.

If you are claiming that you are unaware of Mike's suggestion to place a camera in the park, I find that hard to believe, however will forward you all the relevant emails so you can familiarise yourself with the conversations that have taken place recently via email.

I am alerting you to this issue and trust you will act appropriately.

Please could you respond to say you have read and received them.

Kind regards
Sam

(Sam then forwarded me 8 emails relating to this issue, despite clearly confirming he has seen I am copied in on all the correspondence)

From: Vicky Haines
Sent: Tuesday, February 16, 2021 14:09
To: samuelengland1@hotmail.com
Cc: mikegathercole@aol.com
Subject: Cameras in the park/ playing field

(5) Dear Sam,

With regards to your emails dated 15th February 2021 at 09:13 and 11.33, I sought advice from the chair of the parish council and ERNLLCA.

I have enclosed the relevant information received from ERNLLCA as well as the CCTV document as mentioned....

.....("Cllr England has intervened and reported this exchange to the local police, who whilst being "shocked" do not propose to take further action. (one would have thought if they said this was wrong and were shocked then they would have at the least contacted the councillor concerned)

An exchange of emails between councillors is commonplace and you as clerk cannot become involved between disagreements between councillors.

As the matter has been reported to the police, we don't believe that there is any action you can or should take.

It should be noted that whilst councillors do have a code of conduct to work to, the

council is not responsible for the actions of its members 24/7. The individual activities of councillor may be embarrassing for the council, it's not the council responsibility to monitor their email exchangers, with a view to protecting the council reputation.

Anyone who believes a councillor has broken the code of conduct has a duty to report that councillor to the monitoring officer.

Should Cllr England wish the council to formally debate the issue then he can request the item to be on a council agenda.

I have attached a model document re CCTV . Many local councils operate a CCTV system in public parks, shopping streets, and safe routes home. If the council posts notices that the area is under surveillance, obtains the relevant licences or employs a contractor the council would not be operating outside its powers)

This clearly states the Clerks / Proper Officers role does not include monitoring emails between councillors and that the Clerk / Proper Officer cannot become involved in such communications.

As confirmed in my previous email to you dated: 15th February 2021 at 11.24 I have never received any notification from any parish councillor to add any surveillance equipment to the agenda for a parish council meeting.

The responsibility of the Clerk / Proper officer is to ensure any decisions considered in a parish council meetings are acted upon lawfully

Vicky Haines
Parish Clerk and RFO
Goxhill Parish Council
Parish Rooms, Howe Lane, Goxhill, North Lincolnshire, DN19 7HS
Tel: 07834 418338
Email: goxhillparishcouncil@gmail.com

Tue 16/02/2021 17:45
Cllr Sam England to Vicky Haines goxhillparishcouncil@gmail.com

(6) Dear Vicky

A very lengthy email in response to a child protection/ safeguarding concern I alerted you to as our designated child protection person, and not one reference to this issue whatsoever from yourself, ERNLCCA or the chairman (Mike).

You appear to be distancing yourself from your responsibility as our child safeguarding lead which shows a lack of professionalism and understanding of basic child protection policy, in my opinion.

This is not a disagreement between councillors, this is me as an elected member of GPC alerting you to the worrying intent of another elected member of GPC to install covert cameras on GPC property, which is wrong on many levels.

To say I am disappointed is an understatement, and what is even worse is that there is still no indication from yourself or the chair to confirm that covert cameras will not be placed in the park/ playing field.

I feel that you and the chair are failing the electorate in your responsibilities in your roles as Designated Senior Child Protection person and Deputy Designated Child Protection Person, and I don't think ERNLLCA are the right body to be advising on this issue.

This issue is not about codes of conduct being broken, and further standards complaints to NLC Monitoring Officer. This is about whether we as an independent body can actually follow laws and protocol for the benefit of our electorate, and for the safeguarding of all users of all facilities we own and manage.

Kind regards
Sam

I feel that Cllr Sam England's behaviour towards me as Clerk has dramatically increased since I raised an official complaint with North Lincolnshire Council in November 2020 for bullying. This terrible situation is now affecting me on a personal level, my health and more concerningly, my family life which is something I simply cannot allow to happen.

After enduring may months of bullying from Cllr Sam England both via email and in public council meetings has resulted in me taking sick leave due to stress

Please explain what steps, if any, you have taken to resolve this complaint directly with the member concerned: I have registered an official complaint with the council personnel committee and copied in the chair of the parish council

Would you be prepared to engage in mediation with the member concerned, if considered appropriate, to try and resolve the complaint?: Yes

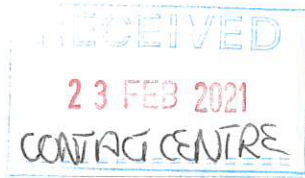
Declaration:

Declaration
I accept

This e-mail expresses the opinion of the author and is not necessarily the view of the Council. Please be aware that anything included in an e-mail may have to be disclosed under the

Freedom of Information Act and cannot be regarded as confidential. This communication is intended for the addressee(s) only. Please notify the sender if received in error. All Email is monitored and recorded.

Please think before you print- North Lincolnshire Council
greening the workplace.



**COMPLAINT FORM
MEMBER(S) CONDUCT**

Your details

1. Please provide us with your name and contact details:

Title:	MRS
First name:	FREDA
Last name:	DUNKLEY
Address:	[REDACTED]
Daytime telephone:	[REDACTED]
Evening telephone:	"
Mobile telephone:	[REDACTED]
Email address:	[REDACTED]

Your address and contact details will not usually be released unless necessary or to deal with your complaint.

However, we will tell the following people that you have made this complaint:

- the member(s) you are complaining about
- the monitoring officer of the authority
- the parish or town clerk (if applicable)
- the council's Independent Person (if required)
- members of the Assessment Panel or Hearings Panel convened to consider your complaint
- **officers involved in mediation (if applicable)**

We will tell them your name and give them a summary of your complaint. We will give them full details of your complaint where necessary or appropriate to be able to deal with it. If you have serious concerns about your name and a summary, or details of your complaint being released, please complete section 5 of this form.

2. Please tell us which complainant type best describes you:

- Member of the public
- An elected or co-opted member of an authority
- Member of Parliament
- Local authority monitoring officer
- Other council officer or authority employee
- Other (please state)

Making your complaint

Once your complaint has been received a decision will be taken in accordance with the council's published arrangements as to what action, if any, should be taken on it. You will not have the opportunity to attend a meeting at this stage. It is important that you provide information that you want taken into account as part of your complaint.

Please refer to the council's published arrangements under the heading "Making a complaint" which explains how your complaint will be dealt with.

3. Please provide us with the name of the member(s) you believe have breached the Code of Conduct and the name of their authority:

Title	First name	Last name	Council or authority name
MR.	SAM	ENGLAND	GOXHILL PARISH COUNCIL

I as a councillor whole heartedly agree with the complaint against MR Sam England. My name is Maria Stance of Merle House Softhare Goxhill my phone no is [REDACTED]



It is important that you provide a summary of the information you wish to have taken into account (within the space provided below) so a decision can be made, in accordance with the published arrangements, whether to take any action on your complaint. For example:

- You should be specific, wherever possible, about exactly what you are alleging the member said or did. For instance, instead of writing that the member insulted you, you should state what it was they said.
- You should provide the dates of the alleged incidents wherever possible. If you cannot provide exact dates it is important to give a general timeframe.
- You should confirm whether there are any witnesses to the alleged conduct and provide their names and contact details if possible.
- You should provide any relevant background information.

Please indicate which paragraphs of the Code of Conduct you consider the member(s) to have breached by ticking the appropriate box(es).

- 3.1 " You must treat others with respect and courtesy"
- 3.2 "You must not bully or intimidate any person".
- 3.3 "You must not do anything which may cause the Council to breach any equality laws."
- 3.4 "You must not conduct yourself in a manner which could reasonably be regarded as bringing the Council, or your office as a Member of the Council, into disrepute. "
- 3.5 "You must not knowingly prevent, or attempt to prevent, another person from gaining access to information to which they are entitled by law".
- 3.6 "You must act solely in the public interest and not use or attempt to use your position as a Member improperly to confer or secure for yourself or any other person an advantage or disadvantage".
- 3.7 "You must not do anything which compromises or is likely to compromise the impartiality of those who work for, or on behalf of, the Council".
- 3.8 "You must only use, or authorise the use of the Council's resources for proper purposes (regard being had to any applicable Local Authority Code of Publicity) and in accordance with the Council's procedural and policy requirements".
- 3.9 "You must not disclose information which is given to you in confidence, or information which you believe, or ought to be aware, is of a confidential nature, except where:

- a) You have the consent of the person authorised to give it;
- b) You are required to do so by law;
- c) The disclosure is made to a third party for the purpose of obtaining professional legal advice provided that third party agrees not to disclose the information to any other person;
- d) The disclosure is reasonable in the public interest, made in good faith, and that you have consulted the Monitoring Officer."

Interests. Tick this box if you believe that the member(s) either did not declare an interest, or has declared the wrong type of interest. (Interest requirements re Personal, Prejudicial or Disclosable Pecuniary Interests are outlined in paragraphs 4, 6 and 7 of the Code of Conduct). If you are unsure, please tick the box, adding an explanation in section 4 below.

4. Please explain in this section what the member has done that you believe breaches the Code of Conduct. Please enclose any supporting documents but limit these to those that are directly relevant and material to the complaint (see paragraph 3 of the Arrangements).

If you are complaining about more than one member you should clearly explain what each individual person has done that you believe breaches the Code of Conduct.

Please provide us with details of your complaint (within the space provided)
He has continually harassed the Clerk, with demands via E-mail, over a long period of time, causing stress and anxiety leading to sickness. She is an excellent worker giving service way beyond her expected duties. This cannot be allowed to continue.

Please explain what steps, if any, you have taken to resolve this complaint directly with the member concerned?
I have not acceded to his incorrect demands, re the Clerk's personal information, and I have not given in to his demands.

Would you be prepared to engage in mediation with the member concerned, if considered appropriate, to try and resolve the complaint?

Yes
 No

If you answered no please state reason why below:
He is not the type of person to see in alternative view.

Mediation is a way of resolving disputes with the assistance of an independent mediator who will try and help the parties reach a solution to the dispute that both parties are agreeable to. The independent mediator will avoid taking sides, making judgements or giving guidance. They are simply responsible for developing effective communications between the parties with a view to a common sense settlement being arrived at. Mediation is a voluntary process and will only take place if the parties agree and remains confidential to the parties involved.

Only complete this next section if you are requesting that your identity is kept confidential

5. In the interests of fairness and natural justice, we believe members who are complained about have a right to know who has made the complaint. We also believe they have a right to be provided with a summary of the complaint. We are unlikely to withhold your identity or the details of your complaint unless you have good reasons.

Please note that requests for confidentiality or requests for suppression of complaint details will not automatically be granted. If your request for confidentiality is not granted, we will usually allow you the option of withdrawing your complaint.

However, it is important to understand that in certain exceptional circumstances where the matter complained about is very serious, we can proceed with an investigation or other action and disclose your name even if you have expressly asked us not to.

Please provide us with details of why you believe we should withhold your name and/or the details of your complaint:

I am of the age and dementia that his attitude and past behaviour would be very unerving. I have been subjected to verbal attacks by his partner backed up by him, this has been far from pleasant. One occasion was witnessed by an officer of North Lincolnshire Council, during a Neighbourhood Plan meeting, when chairs were thrown across the next room.

6. Additional Help

Complaints must be submitted in writing. This includes fax and electronic submissions. However, in line with the requirements of the Disability Discrimination Act 2000, we can make reasonable adjustments to assist you if you have a disability that prevents you from making your complaint in writing.

The council has an interpretation service for people who don't speak English.

Just call the hotline number for your language. This connects you to an interpreter who will speak to the council for you and tell you what they say.

No English?

For information please call:

08000 193530 (Arabic) الممسول على المزيد من المعلومات اتصل بـ

০৪০০০ ১৯৩৫৩১ (Bengali) বাংলায় কল করে জানতে যখন এই নম্বরে কল করুন

欲知詳細服務的信息, 請致電: 08000 193532 (Cantonese)

हिंदी में जानकारी के लिये 08000 193533 पर फोन करें (Hindi)

08000 193537 (Kurdish Sorani) بۆ زانیاری بۆ گۆرۆدی سۆزانی تۆلۆن بۆ زاماره

Para mais informação em português contacte-nos através do telefone 08000 193538 (Portuguese)

ਪੰਜਾਬੀ ਵਿਚ ਜਾਣਕਾਰੀ ਲਈ 08000 193539 'ਤੇ ਫੋਨ ਕਰੋ (Punjabi)

"Waxbadinta oo ah Soomaali ah wax 08000 193540" (Somali)

08000 193541 (Urdu) اردو میں جاننے کے لیے اس نمبر پر فون کریں

For information in large print, audio, Braille or to request a signer to speak to us please contact 01724 296296

If you call in person at Local Links, libraries and leisure venues, staff can also contact a network of interpreters available 24 hours a day, seven days a week. They will also be able to arrange for translation of documents, publications and other information.

If you need any support in completing this form, please let us know as soon as possible.

North Lincolnshire Council is committed to treating everyone equally irrespective of gender, age, responsibility for dependants, creed, race, religion or ethnic origins, sexuality or disability.

Subject: Official complaint
From: "Vicky Haines" <
Date: 17/02/2021, 09:51
To: <

Dear Personnel Committee,

I wish to make yet another official complaint regarding Councillors England's conduct towards me as the Parish Clerk.

I feel that this has dramatically increased since I raised an official complaint with North Lincolnshire Council, November 2020.

I have suffered many months of bully from Councillor England via email and frequently in public council meetings, however during (Monday 15th and Tuesday 16th February 2021) the constant harassment of emails from Cllr England clearly questioning my capabilities and professionalism in my role has drastically increased (emails have been sent to you both).

This situation is now drastically affecting me on a personal level, my health and more concerningly, my family life which is something I simply cannot allow to happen.

Due to the stress caused, I have no alternative to inform you that as of immediate effect, I will be taking sickness leave due to this extended harassment by Councillor England.

This is until further notice and I will supply a doctor's note should the length be longer than the self-certified days I am entitled to.

The council know how much I love my job so this decision has not been taken lightly!

I will ensure the parish council laptop is made available for the chair to conduct the schedule Extra-ordinary zoom meeting, to eliminate minimal disruption to the council during the clerks absence, however I will require the laptop to continue my CILCA training in my own time.

Vicky Haines

Parish Clerk and RFO

Goxhill Parish Council

Parish Rooms, Howe Lane, Goxhill, North Lincolnshire, DN19 7HS

Tel: 07834 418338

Email: ;