



EAST HERTFORDSHIRE DISTRICT COUNCIL

COMPLAINT FORM : CODE OF CONDUCT FOR MEMBERS

A. Your details

1. Please provide us with your name and contact details. Anonymous complaints will only be considered if there is independent evidence to substantiate the complaint.

Title:	Mr
First name:	Adrian
Last name:	McNeece
Address:	[REDACTED]
Contact telephone:	[REDACTED]
Email address:	[REDACTED]
Signature:	
Date of complaint:	27 November 2015

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

The following people may see this form:

- Monitoring Officer of the Council
- Standards Committee members
- Council's Independent Person(s)
- The subject member(s)
- the Parish Clerk (if applicable)

If you have serious concerns about your name and a summary, or details of your complaint being released, please complete **Section C** of this Form and also discuss your reasons or concerns with the Council's Monitoring Officer.

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Please tell us which complainant type best describes you:

- A member of the public
- An elected or co-opted Member of the Council
- An independent member of a Standards Committee
- A Member of Parliament
- A Monitoring Officer
- Other council employee, contractor or agent of the Council
- Other ()

2. Equality Monitoring Form - please fill in the attached form.

B. Making your complaint

3. Please provide us with the name of the Member(s) you believe have breached the Council's Code of Conduct:

Title	First name	Last name
Cllr	John	Lambie
Cllr	Leslie	Kotting
Clerk	John	Ingham

4. Please explain in this section (or on separate sheet(s)) what the Member is alleged to have done that you believe breaches the Code of Conduct. If you are complaining about more than one Member you should clearly explain what each individual person has done, with dates / witnesses to substantiate the alleged breach.

It is also important that you provide all the evidence you wish to have taken into account. 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 or did to insult you.
- 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.

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- 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 or other relevant documentary evidence to support your allegation(s).

Please provide us with the details of your complaint. Continue on a separate sheet if there is not enough space on this form.

1. As a member of the public, and prior to my election as district councillor (Now resigned) for the Hertford Heath ward, I emailed the clerk and parish councillors of Brickendon Liberty parish council with a request for advice and guidance on how I can potentially become a member of Brickendon Liberty parish council. (Email Dated 20 March 2015 issued to Jeff Hughes on 12 August 2015).

On 24 March (Email dated 24 March issued to Jeff Hughes on 12 August 2015) I received an email from parish councillor John Lambie (Now Chair of BLPC) which sought in my view to intimidate me into NOT standing for election. He specifically stated ***'for the past year you have sought to undermine this council. My question therefore is why you wish to join a parish council for which you have such a low regard?'***

I view parish councillor Lambie's comments to have been inappropriate to a member of the public, and to have treated me with a lack of respect. His email comments above caused me to withdraw my interest in seeking a nomination to stand for Brickendon Liberty Parish council. I would have made this complaint much earlier, but I was unaware until very recently that parish councils are also subject to the members code of conduct.

2. Additionally, in relation to parish councillors Kotting, Lambie and parish clerk John Ingham. I recently became aware of the existence of a letter sent by Brickendon Liberty Parish council to the then EHDC Cllr Charles Rowley (Chair of Hertford & Stortford Conservative Association) dated 20 March 2015. This letter sent by John Ingham as clerk on behalf of Brickendon Parish council sought to clearly malign and damage my reputation as a member of the public, and as a candidate in the eyes of the recipient(s). I do not make any allegations against ex parish councillors Linda Ashley, Michele Laybourn or Anne Downes, as they no longer sit on the parish council. Mr Ingham as clerk should have advised the members that the 20 March letter would breach the members code of conduct, but never the less it was issued regardless.

Notwithstanding the inflammatory and colourful use of language throughout, the letter is a maliciously motivated attempt to undermine my character in the most despicable and unacceptable manner.

From The Code of Conduct Essential reference paper 'B';

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Page 3 - Dealing with representations or enquiries from residents, members of our communities and visitors fairly, appropriately and impartially.

Page 4 - Always treating people with respect, including the organisations and public I engage with and those I work alongside.

(Continue on separate sheet(s), as necessary)

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C. Confidentiality of complainant and the complaint details

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

5. In the interests of fairness and in compliance with the rules of natural justice, we believe Members who are complained about have a right to know who has made the complaint and the substance of the allegation(s) made against him / her. We are, therefore, unlikely to withhold your personal details or the details of your complaint unless you have good reasons to believe that you have justifiable grounds, for example:
- to believe you may be victimised or harassed by the Member(s) against whom you are submitting a written complaint (or by a person associated with the same); or
 - may receive less favourable treatment from the Council because of the seniority of the Member against whom you are submitting a written complaint in terms of any existing Council service provision or any tender / contract that you may have or are about to submit to the Council.

Please note that requests for confidentiality or requests for suppression of the personal and complaint details will not automatically be granted. The Assessment Sub-Committee will consider the request alongside the substance of your complaint and the Monitoring Officer will then contact you with the decision. If your request for confidentiality is not granted, we will usually allow you the opportunity, if you so wish, of withdrawing your complaint.

However, it is important to understand that - in exceptional circumstances, where the matter complained about is very serious - we may proceed with an investigation (or other action) and may have no choice but to disclose your personal and complaint details, because of the allegation(s) made, 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:

N.B. I am happy for my name to be known in relation to this matter.

(Continue on separate sheet(s), as necessary)

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D. Remedy sought

7. Please indicate the remedy or remedies you are looking for or hoping to achieve by submitting this complaint.

It is my hope that Mr Lambie, Mr Kotting, and Mr Ingham can apologise for their lack of respect, inappropriate comments and impartiality in their correspondence and dealings with me in their letter of 20 March, and also in the case of Mr Lambie, additionally in his email to me of 24 March. I would consider that a public apology, minuted at the first available Brickendon Liberty Parish council meeting would be most suitable and appropriate. Along with a signed personal letter from each individual named. Plus a press release apology to the local media outlets.

(Continue on separate sheet(s), as necessary)

E. Additional information

8. Complaints must be submitted in writing. This includes fax and electronic submissions. Frivolous, vexatious and politically motivated tit-for-tat complaints are likely to be rejected.
9. In line with the requirements of the Disability Discrimination Act 1995, we can make reasonable adjustments to assist you if you have a disability that prevents you from making your complaint in writing. We can also help if English is not your first language.
10. If you need any support in completing this form, please contact the Monitoring Officer as soon as possible.

Monitoring Officer Contact details:

The Monitoring Officer – Simon Drinkwater
East Herts Council
Wallfields
Pegs Lane
Hertford
SG13 8EQ

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Monitoring Form – Local Assessments of Complaints Standards Committee - Assessment Sub Committee

Working towards equal opportunities

East Hertfordshire District Council is committed to a policy of equality of opportunity in both employment and service provision. We seek to ensure that no person receives less favorable treatment on the grounds of gender, race, or ethnic origins, marital status, disability, age, sexual orientation, family responsibilities, religion, trade union involvement or political belief or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

White	Mixed	Asian	Black	Chinese or other ethnic group
White British	White and Black	Indian	Caribbean	Chinese
White Irish	Caribbean	Pakistani	African	Other
Any other White background	White and Black African	Bangladeshi	Any other Black background	
<input checked="" type="checkbox"/>	Any other mixed background <input type="checkbox"/>	Any other Asian background <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

*Categories used are those utilised by
the Office of Population Censuses and
Surveys

Do you have a physical or mental impairment which has a substantial and long term adverse effect on your ability that you wish to declare under the Disability Discrimination Act?

Yes No