



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.

<b>Title:</b>	MR
<b>First name:</b>	RICHARD
<b>Last name:</b>	KEY
<b>Address:</b>	
<b>Contact telephone:</b>	
<b>Email address:</b>	
<b>Signature:</b>	
<b>Date of complaint:</b>	04/02/2016

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.

## EAST HERTFORDSHIRE DISTRICT COUNCIL

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.

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### B. Making your complaint

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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
CLERK	IAN	MONT
CLERK	PENNY	TAYLOR

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.

## EAST HERTFORDSHIRE DISTRICT COUNCIL

- 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.

See attached sheet.

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

## EAST HERTFORDSHIRE DISTRICT COUNCIL

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### C. Confidentiality of complainant and the complaint details

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**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:

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

## EAST HERTFORDSHIRE DISTRICT COUNCIL

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### D. Remedy sought

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

A full written apology.  
Reasons why information  
was withheld.

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

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### E. Additional information

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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

# EAST HERTFORDSHIRE DISTRICT COUNCIL

## 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.

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

From: Richard Key  
Subject: Fw:  
Date: Today at 18:13  
To: Lisa Key

## Formal Code of Conduct Complaint Regarding Cllrs Ian Hunt/ Penny Taylor

After resigning from Much Hadham Parish Council, it was agreed that all resigning councillor's speeches would be posted (in their entirety) on the MHPC web site and also be included as part of the minutes of the December Parish council meeting.

I was informed by a friend that the draft minutes and speeches were posted on the Parish website, I checked the site and found that part of my speech was missing. I was later informed that former PC Chairman Tony Baxter's speech had parts missing as well.

I attended the January PC meeting where the minutes from the December meeting were passed with no amendments or questions.

Both Dr Baxter and I both raised the issue that we had parts of our speeches removed, the members of the PC said they would look into the issues.

Cllr Penny Taylor who I understand uploads the information onto the PC website, sent me an email apologising for making a mistake and leaving out part of my speech. On examination of the part that was missing (it was the last part) which mainly concerned Cllr Ian Hunt and his unacceptable behaviour, the principle reason I and the other councillors resigned( speech included app1).

Cllr Taylor is the Editor of the Parish News and has worked, I believe, as a Personal Secretary for many years. My speech appeared on the website and minutes finishing in ", some".

I, initially, had a feeling that this was not a mistake, her huge experience and attention to detail would not have allowed such an important document as this to be published in such an obviously incomplete way. Also she has been a staunch and singular supporter of councillor Hunt throughout the acrimony that led to the Five councillors resigning. Cllr Taylor was the only Cllr to vote against (with Ian Hunt) the vote of no confidence (in Ian Hunt) at the MHPC EGM. Also (app3) Cllr Taylor assured the acting Chairman Alex Young that she had published all that the Clerk had given her (

effectively blaming the Clerk if anything was missing) yet two days later sent me a email stating that she made a photocopying mistake. Two different versions in two days.

I stated to Cllr Taylor that I would make a code of conduct complaint against her, yet on reflection it was only my word against her's and I felt, it would not stand up to scrutiny. Dr Baxter contacted me on the 28/01/2016 and visited that evening. He supplied me with an evidential email trail between himself and acting Chairman Alex Young (app2) in which it can be seen that Ian Hunt had prevented, through collusion with Cllr Taylor to withhold in a covert way the part of Dr Baxter's speech that concerned Ian Hunt from inclusion in the Minutes, without consultation of the acting Chairman or indeed myself or Dr Baxter.

My initial fears were now validated as this is now obvious to anyone a conspiracy between Ian Hunt and Cllr Taylor to covertly erase both my and Dr Baxter's very serious concerns about Ian Hunt's behaviour and indeed fitness to sit on Much Hadham Parish Council. Also I believe that I and Dr Baxter have been misled by Cllr Taylor surrounding the circumstances of the posting of our speech's.

I am awaiting a FOI request from Cllrs Young, Taylor and Hunt for all communication between them regarding this issue, as I believe that this will show more evidence of collusion if all relevant email are released to me. I wish this evidence to be included in my evidence when it is made available to me.

I will finish by stating that making the huge commitment to join MHPC to try to play a small part in reinstating the sports (both adult and children's) that have been lost and help to put right 20 years of neglect and mis management of Parish assets. My speech is an important document as to why I felt I had no other option than to resign. HATPC suggested that the speeches be dealt with in this way (published on the web site and attached to the minutes) and it is very disturbing that they have been 'doctored' in this way. With transparency and freedom of speech the foundations of democracy I call on EHDC Standards Board will investigate this very serious matter and deal appropriately with these two STILL serving councillors.

Cllrs Hunt and Taylor have, I believe, breeched the Councillors Code of Conduct in many ways openness, integrity, accountability and honesty.

Richard Key.



App 1

Dear Chairman,

I joined the MHPC with only solid and honest intentions. I have lived here nearly all my life. So unlike many I do have an understanding of the village and the people who live here. I wanted to improve the sporting provision for children and the village as a whole, and also to support Selina in helping finish the wonderful Pavilion and to carry on improvement work to the other assets the village own.

It became clear early on that the new Parish Council had a team that had a multitude of skills that if used effectively could lead to huge improvements to the assets of the village and the running of the PC in general.

What is clear to us all now is that a small group of people do not want change in Much Hadham they want the Status Quo. What is the Status Quo? No children's sport at the recreation ground, a facility that let's not forget was given first and foremost for the use by children of the Parish. No Cricket, so many came up to us during the run up to and during the opening of the Pavilion and expressed the hope of Cricket returning. When discussions started with a cricket club with the view to using the facility the Chairman of the SA stated ' I am a VP of that club and it will never happen'. I was shocked.

People ask why no grants were applied for in respect of the Pavilion project. The reason? Because no children or young people play sport on the sports field or use the pavilion. We had the potential to apply for multiple grants to Sport England for all the equipment and upgrading of the playing surfaces and there was a small chance, if , the Pavilion was multi-sport to pay off the loan on the Pavilion as a whole project. This will not now happen.

I feel that the Chairman of the SA and a few members of the tennis club are doing the village a great disservice, Charity Commission records show £150,000 spent in 9 years and what does the village have to show for that? Just this week nearly £1000 of fete money will be spent on three light bulbs on the tennis courts, yet this publicly owned facility remains the domain of a private club, locked and hardly used, why?

The two football teams who use the ground were the only people who thanked the PC for the work that had been done to the Pavilion. Not one kind word, not one positive statement has been made by the SA. The footballers were thrilled and have looked after this wonderful facility. The public whom we serve were delighted except a small group of people hell bent on suggesting without any evidence there has been some conspiracy to defraud, outrageous, but why?

The maintenance of Village hall which is an asset of the Parish council has been in the hands of a unelected and unaccountable group the Village Hall committee. It is plain for all to see what an appalling job has been done, tens of thousands of pounds to be squandered on unnecessary work while the Green Room floor lay rotting. The Gents toilets stink and have not been updated since I was a child, £90,000 spent in a 6 year period. It's a disgrace, its time the PC took control of its own assets.

I have tried to work with Ian Hunt, but following his approach to doing business and working with colleagues he has received a litany of complaints. This resulted in an EGM where a vote of no confidence was made against him. He made a qualified apology but not in public, some

of whom he had insulted who had after all, only put their hands in their own pockets, and to raise money free of charge for the new Pavilion, why would he do that? Why would he behave in such a belligerent fashion?

I am sorry, but I cannot continue to give my time to this village if myself and my colleagues are to be subjected to verbal abuse, nasty emails, unreasonable and uncooperative behaviour. We should all be working for the same aims. Instead, those accountable in law are treated to a barrage of abuse. Every single piece of correspondence will demonstrate that it is the PC that has bent over backwards to cooperate and work with these sub committees.

Councillor Hunt quite obviously will not make an apology and resign.

I cannot and will not work with this man; it is with great regret, that I feel I must resign.

Richard Key.

1<sup>st</sup> December 2015

Missing Section

App 2

Re: FW: Resignation letter

Anthony Baxter <

Thu 28/01/2016 10:56

To: Alex Young <

Cc: Tony Baxter <ianhunt@...>; JANET LIVERSAGE <...>; Penny Taylor <...>; Marianne <...>; John Ingham <...>; Carina Helmn <...>; blaise.morris <...>; Selina Bannerman <...>; Richard Key <...>; Sinead Holland <...>

Alex,

You are completely wrong.

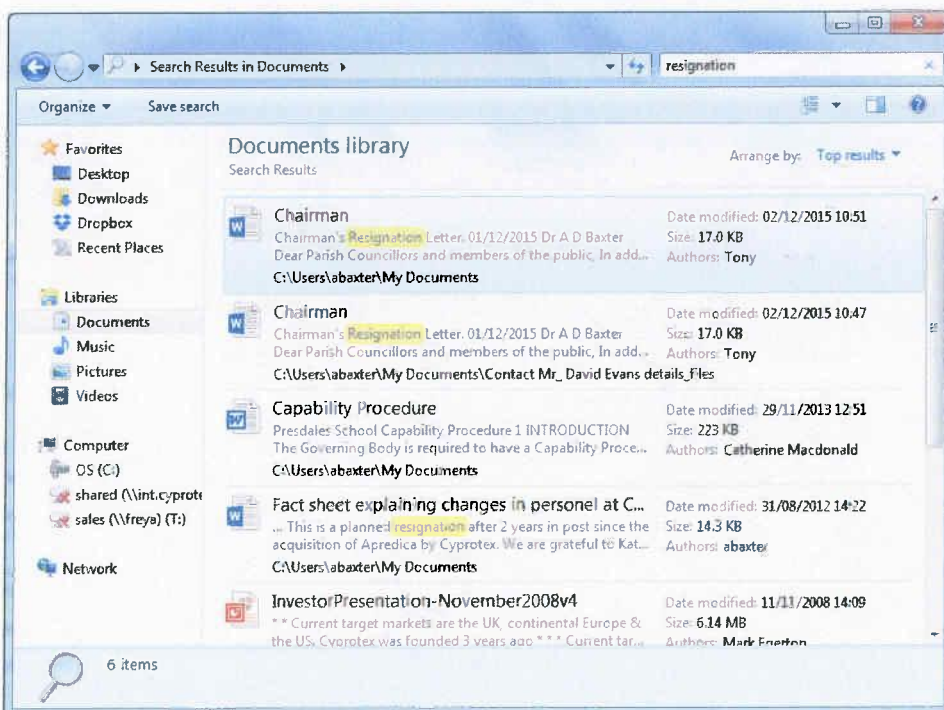
For the avoidance of doubt, there were two slightly different 'versions' of my resignation speech. The original was over 4 full pages with large gaps between paragraphs and did not mention John Carey's name. This was the version handed to the Clerk at the Dec 1 meeting.

A second version was written the following day, mentioning Mr Carey by name and reformatted (spaces between paras removed) for easier circulation. These were the only changes made. There was no change to the content of the letter.

This version, amended by the omission of the missing page 3rd page was the version uploaded onto the website.

Therefore, this version could not have been given to the Clerk, or then passed onto Cllr Taylor because it didn't exist at that time.

The screen shot below confirms the time signature of the document which proves this version could not have been handed to the Clerk on Dec 1st.



Similarly, I have time signature and printer proof of the version I did bring to the PC meeting and leave for the Clerk.

Therefore, it appears that there has been a switch between the version of the resignation speech left at the PC meeting and the version (missing the 3rd page - containing references that Cllr Hunt doesn't like as you confirmed in an earlier e-mail) written a day after and which was published on the website.

All I have done is to ask, now for the 4th time, how and why this switch was made. You have not given me a satisfactory explanation.

If you wish me to resend you the original version (without the reference to Mr Carey and with bigger line spacings) as this was the version left after the meeting then I will gladly do so.

Incidentally, I have asked you previously who removed my resignation statement from the village noticeboards? As a resigning Chairman of the PC I believe it is appropriate for this statement to be able to be read by the parishioners. Could you enlighten me as to who and why the statement was removed from the 4 PC noticeboards?

I will be considering a Code of Conduct complaint against Cllr Taylor and perhaps others in the light of these events.

Tony Baxter

On Tue, Jan 26, 2016 at 7:15 PM, Alex Young <

wrote:

Dear Tony,

Further to my last email, below, we are not changing what is already on the website. I am assured by John Ingham, our parish clerk, that what he passed to Penny Taylor was what you passed to him on 1 December (although it was not read at the meeting). Penny assures me that what is on the website is what was passed to her by John. The document that you now want published is different from the one delivered to the clerk, and therefore cannot be attached to the minutes.

This seems fairly clear, and I believe we are following correct procedure. Nonetheless, in view of the differing opinions that have been expressed, we are seeking legal advice through HAPTC. When that advice is to hand, it will be discussed it will be given due consideration, and I will inform you if it changes our position in any way.

Best regards,

Alex

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**From:** Alex Young [mailto:  
**Sent:** 24 January 2016 14:29

**To:** 'Anthony Baxter <  
**Subject:** RE: Resignation letter

Dear Tony,

Thank you for your email. I am discussing the position with my fellow councillors. I will revert to you shortly

Best regards,

Alex

**From:** Anthony Baxter <  
**Sent:** 23 January 2016 17:29  
**To:** Alex Young <  
**Subject:** Re: Resignation letter

Dear Alex,

I have been away on a sales course for the last week so haven't had the chance to repond to your e-mail of the 13th Jan.

I cannot accept that my resignation letter will not be put on the website in full. I don't care that Cllr Hunt thinks that any part of my letter is offensive to him or potentially libellous. He is not the Chairman of the Parish Council - you are.

My letter was written by me but approved by my solicitor and the letter contains accurate facts and fair comment. If Cllr Hunt wishes to pursue a libel case against me then I am covered by my legal team and the MHPC is covered by their own insurance.

I have also spoken to Carina Helmn who seems to have forgotten that it was she who recommended that our resignation letters should be put forward to the Dec 1st PC meeting for publication. It seems that she is proposing to recommend to you that the letters should be removed from the website by a motion to be put forward at the next PC meeting. I think that this will cause enormous problems for the PC and you from people who feel that there is a cover up of the circumstances of he resignations of 5 PCllrs in December.

My own view is that whilst I was prepared to accept that Cllr Taylor had made an administrative error in not putting Mr Key's and my own statement in full on the website (I note that Mr Keys final page is now on the website - containing the statements about Cllr Hunt that he no doubt wanted not to be published , my own third page is still not present).

I reluctantly have to conclude that there is some evidence that Cllr Hunt influenced Cllr Taylor and perhaps yourself not to put the third page of my statement on the website in contravention of several agreements and laws. The only way that I can have my statement put onto the website and have the whole affair openly discussed is to write a Code of Conduct

complaint against Cllr Taylor and perhaps others. I will do this with great reluctance but the greater need for transparency of the circumstances of why 5 PCllrs resigned in December outweighs all other considerations.

I am away for the next 3 days on business, and will pursue my own course of action on my return should my statement not be placed in full on the MHPC website.

Yours

Tony

On Wed, Jan 13, 2016 at 3:34 PM, Alex Young <

> wrote:

Dear Tony,

Thank you for your email. I agree that this correspondence, should be kept confidential and personal between the two of us.

As you know, my intention was to publish all the resignation letters in full. I am very sorry that Penny's mistakes, for which she has apologised, have led to upset. Unfortunately, Richard's complaint led to Ian referring the matter to HAPTC, and they have referred the matter to NALC's lawyers. Meanwhile, Ian has made it plain that he considers that part of your letter that refers to him to be libellous, and he does not want it published.

By coincidence I met Carina Helmn of HAPTC at a training session this morning. While she is awaiting the lawyers' opinion (note that my own instinct is always to avoid lawyers, and I feel that HAPTC should have referred to me before taking up Ian's issues), her own opinion is as follows:

- That MHPC's habit of naming individuals in the minutes is mistaken, and merely opens the way for the PC to be used as an arena for personal disputes. I.e. Colin Marks was right not to name Ian in the minutes of the extraordinary GM
- That the resignation letters do contain defamatory and potentially libellous statements, that leave the PC vulnerable.
- That the resignation letters should never have been published.

Yes, I find this surprising too, but there you are. Where does this leave us? The letters are already in the public domain, and I do not intend to withdraw what is already on the website.

- If Richard confirms that he has withdrawn his complaint against Penny (and he might as well, because it will never be upheld), we can publish his letter.
- If you wish we can publish your letter with the paragraphs referring directly to Ian removed – otherwise you and the PC risk facing a libel suit.

- Once we have the lawyers' opinion, we can review the position

I know this is not the answer you wanted, but I find myself in an extremely difficult position. I am very busy at present, but – given the opportunity – I would be happy to talk to you in person.

Best wishes,

Alex

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**From:** Anthony Baxter <[mailto: >  
**Sent:** 12 January 2016 20:58

To: Alex Young <  
Subject: Re: Resignation letter

Dear Alex,

I believe I have used persuasive arguments with Richard to drop the accusations against Penny. (ie he won't pursue them if I advise him not to)

That does not mean that Penny is proven innocent or guilty in editing the resignation letters - it is a matter of fact that in my case the missing 3rd page (my attachment is correct by the way) was not added to the website.

I have come under fire from several quarters for not reading my resignation statement - I did not read it at the time because at the end of the day I have the village's interest at heart and it was painful enough to read / hear the other four. You were not there but it was toxic enough without any further contribution from me.

However, the matter of my account being recorded on the website is of fundamental importance to me and I request / ask / demand / insist (delete any of three above) that it is added asap.

Note that this is a private conversation between you and I - I do not expect you will copy this on and I give you my word I won't either.

My only interest is the village and the people who live here. I reserve my right of free speech to criticise various PCllr's and the council itself in the future should I think it right to do so. I offer my hand in freindship and support to you and any guidance / assistance I can give you, I will do so freely if asked.

However, my resignation speech and its contents are very important to me given the service I have given this village and I hope and expect that my words are accurately recorded. I spent a bit of money with solicitors who passed my statement so there is no concern about libel - what I said was true - and copies have already been circulated widely including the press without any adverse comment or comeback. The fact that you mention that there may be a concern about libel only strengthens my worries that the letter was indeed edited. I will not be silent on this matter until my letter is published in full on the MHPC website.

For what its worth, irrespective of whether Penny did or did not amend the statements, you have to understand that as she edits the Parish Magazine and has held the role of PPS (as she told me for many years), people will find it hard to understand that such mistakes can be made by accident. My advice to you is to tell Penny to double check anything she puts on the website and in the Parish magazine with you prior to publication - any future errors are likely to cause further adverse comment and damage to the PC.

Best wishes

Tony

On Tue, Jan 12, 2016 at 6:13 PM, Alex Young <[mailto:alex.young@parishmagazine.com]> wrote:

Dear Tony.

I am doing what I can, and I certainly have no argument with you in person or principle. Unfortunately, Richard's action has turned the whole issue toxic. We are trying to obtain clarification on:

- What, legally and correctly, should be published on the website, when different version of letters have been produced.
- Whether it is a concern that your letter was not actually read at the meeting
- Whether various parts of some of the letters are arguably libellous, and therefore should not be published.

I would have happily pressed for whatever version you preferred to be published, to be added to the website. If people would stop raising complaints against each other, we would have some chance of sorting out these issues ourselves, and moving forward; but that is not the case.

Actually, if you can persuade Richard to confirm that he is withdrawing his complaint, I will try and get the letters up in full, as you have asked. Can you confirm that the "correct" version of your letter is as attached to this email? \*

Best wishes,

Alex

**From:** Anthony Baxter <[mailto:anthony.baxter@parishmagazine.com]>  
**Sent:** 12 January 2016 15:12



**To:** Alex Young <  
**Subject:** Re: Resignation letter

Hi Alex,

I have made representations to Richard giving him my views on the matter of the resignation letters. His first response was negative but I have hopes that the matter will resolve itself without need to formal complaints.

What will help matters and I must insist that the correct transcripts of the letters should be faithfully recorded on the MHPC website as soon as possible. This will take the heat out of the situation.

Can you let me know when this will take place - once done I will afford all support to you and the right thinking members of the PC in any way I can help.

Best wishes

Tony

On Sun, Jan 10, 2016 at 7:02 PM, Alex Young < wrote:

Dear Tony,

Thank you for your email. As it happens, I was in Much Hadham today, looking at the pavilion, and then talking to my fellow councillors. After that I went into Wareside to help prepare the "set" for the coming pantomime. As you may be aware, there is no mobile signal in Wareside. Tomorrow I will be in Harrogate on business.

I am sorry I missed you, and I would be pleased to talk to you when the opportunity arises. Thursday or Friday evening might be possible. Let me know if this might work for you. Otherwise, I believe that you have described what happened correctly. Sadly, people have been upset, and - again, Richard Key has chosen to make a formal complaint. This means that we are now bound by formal process. The PC has asked HAPTC for guidance, and they have replied as follows:

*As this is a serious matter I will send your enquiry to the legal team at NALC for the solicitors to comment upon. However it can take up to 15 working days for a reply depending on their workload.*

This is not how I would have chosen to deal with the issue, but Richard's action has left us little choice. We ache to take formal complaints seriously. Nonethelwss, I am still happy to talk to you directly, and I look forward to hearing from you.

Best wishes,

Alex

**From:** Anthony Baxter <[mailto: >  
**Sent:** 10 January 2016 12:02  
**To:** Alex Young < >; Penny Taylor < >; John Ingham < >  
**Subject:** Resignation letter

Hi Alex,

Are you around Much Hadham today or tomorrow? I have just spoken in person to Penny Taylor about the resignation letters and gone through ll my e-mails and print record and we have worked out what happened.

It seems that page 3 of my statement was omitted from the pack given to Penny to put on the website. The confusion was that the version given to Penny was not the original version I brought to the meeting on Dec 1st but a subsequent one I sent to you and John Ingham the following day. The sole difference between the versions was that I added John Carey's name to my opening paragraph (recall I didn't know at the time he was going to read out a statement).

I don't believe there is any wrong doing here it seems like a simple administrative error.

I would however request that the p3 missing from the statement is reinserted on the website but I appreciate that you and John will need to agree to this.

Its easier to explain in person so I would be more than happy to see you if you are around.

Best wishes

Tony

App 3

RE: January PC meeting

Alex Young <

Thu 07/01/2016 23:46

To: Richard Key <

Cc: ianhunt

<ianhunt

; 'John Ingham'

'JANET LIVERSAGE'

'Penny Taylor'

<

>; 'Anthony Baxter' <

; 'Selina Bannerman'

<

; 'Mike Keogh' <

Dear Richard,

Thank you for your email.

The speeches were uploaded to the website by Penny Taylor, and she has assured me that what she uploaded was what was given to her by the parish clerk. I do not know how the discrepancy between your records and what has been published on the website has arisen, but we are investigating it. I agree that it needs to be resolved.

Ian Hunt is a fellow councillor who holds my personal trust and respect. I cannot comment on what are personal and subjective judgements.

You raised the issue of cricket being promoted on the Recreation Ground. I replied that this is a matter for the SA. However, I did go on to make it clear that the PC would welcome the return of cricket. As I am now a member of the SA myself, I invite you to put forward whatever proposals you may have. I will ensure that they are properly discussed, and – wherever practical – to promote them. I also undertake to report back on the decisions that are made.

We do want cricket to be played in Much Hadham.

Best wishes,

Alex

**From:** Richard Key [mailto:

**Sent:** 06 January 2016 12:54

**To:** 'Alexander Julian Young' <

**Cc:** ianhunt@

John Ingham

; JANET

LIVERSAGE

; Penny Taylor

; Anthony Baxter

<

; Selina Bannerman

; Mike Keogh

**Subject:** January PC meeting

Dear Alex,

Firstly I must congratulate you on the way that you Chaired the meeting last night.

APP 3

Fwd: Code of Conduct complaint; Penny Taylor

Fri 08/01/2016 20:34

To: Richard Key <

! And ..... ? So what . I apologised twice and it was ignored .

Sent from my iPhone

Begin forwarded message:

From: "Penny Taylor" <  
Date: 8 January 2016 at 19:45:14 GMT  
To: "Richard Key" < , "John Ingham" <  
Cc: "Alexander Julian Young" <  
"Anthony Baxter" < "JANET LIVERSAGE" <  
"Mike Keogh" < "Selina Bannerman" <  
"Ian Devonshire"  
Subject: RE: Code of Conduct complaint; Penny Taylor

Dear Richard

I am sorry you feel I have fallen below the standards set in the Code of Conduct. I was sincere in my apology to you (copied here) that the second page of your letter had been omitted, simply due to clerical error. We are all human, and everyone makes photocopying mistakes sometimes, which I freely admit. The mistake was quickly corrected once it had been drawn to my attention.

**From:** Penny Taylor [  
**Sent:** 06 January 2016 18:31  
**To:** 'Richard Key'  
**Subject:** Website

Dear Richard Key

I apologise unreservedly for the omission of Page 2 of your resignation letter, on the MH PC website.

This was an inadvertent error, which has now been corrected.

Yours sincerely

Penny Taylor

With regard to Tony Baxter's letter, the three pages that were attached as part of Appendix A, were the only three pages that the Clerk received from Mr Baxter on the evening of 1<sup>st</sup> December, and the only three pages I consequently received from the Clerk. Unfortunately, as Mr Baxter did not read his letter out at the time, neither of us could have had any idea that some content was missing. However, as the approved minutes included the 3 page letter, as left with the Clerk, that is the letter which is part

of Appendix A. It would be improper to attempt to alter the minutes after they have been approved, by uploading another version.

I hope this assures you that neither letter had been "edited".

Yours sincerely,  
Penny

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**From:** Richard Key |  
**Sent:** 08 January 2016 13:18  
**To:** John Ingham  
**Cc:** 'Alexander Julian Young'; Penny Taylor; JANET  
LIVERSAGE; Anthony Baxter; Selina Bannerman; Mike Keogh; 'Ian Devonshire'  
**Subject:** Code of Conduct complaint; Penny Taylor

Dear John,

I hope you are well.

I am writing to you with regard to the publishing of my resignation speech on The MHPC web site, it is attached to the minutes of the November 2015 meeting.

On reflection and after considering the posting of other former members resignation speeches and their 'editing' I would like to make a formal code of conduct complaint against Cllr | Penny Taylor.

Could you please forward to me the means by which I may do this.

Kind Regards

Richard Key.