

GRIEVANCE & STANDARDS COMMITTEE

Minutes of a meeting held at the Council Offices, Narborough

WEDNESDAY, 19 NOVEMBER 2025

Present:-

Cllr. Cheryl Cashmore (Chairman)
Cllr. Lee Breckon JP (Vice-Chairman)

Cllr. Luke Cousin

Cllr. Mike Shirley

Officers present:-

Verina Wenham	- Monitoring Officer Support Officer
Gemma Dennis	- Corporate Services Group Manager
Avisa Birchenough	- Democratic & Scrutiny Services Officer
Nicole Cramp	- Democratic & Scrutiny Services Officer

Also in attendance:-

Michael Gibson – Independent Person

Apologies:-

Cllr. Nick Brown and Cllr. Paul Hartshorn

147. DISCLOSURES OF INTEREST FROM MEMBERS

Cllr. Mike Shirley	-	Agenda Item 5 - Exempt - Report of Complaint 202425-32.
Nature of Interest	-	Other-Registerable Interest
Extent of Interest	-	Cllr. Shirley is the Ward Councillor for Sapcote Parish Council and was recently seconded to Parish Council due to a resignation of a Parish Councillor. Cllr. Shirley was also the temporary Chairman of Sapcote Parish Council between 10 April 2025 – 15 May 2025.
Cllr. Luke Cousin	-	Agenda Item 5 - Exempt - Report of Complaint 202425-32.
Nature of Interest	-	Other-Registerable Interest
Extent of Interest	-	Cllr. Cousin is professionally acquainted with the Parish Council and is aware of recent Social Media posts.

148. EXEMPT INFORMATION

Considered – A proposed resolution to exclude any members of the press and public from the meeting.

DECISION

That this meeting be held in public session, this decision is in line with legal requirements under the Local Government Act 1972.

Public Interest Test: The public interest test has been considered, and, in all the circumstances of the case, it was felt that the report be disclosed to the public.

149. REPORT OF COMPLAINT 202425-32

Consideration of Complaint: 2024/25-32

The Monitoring Officer received a complaint on 7 December 2024 from Councillor Laura Badland ("the Complainant") concerning the actions of the Subject Member.

The allegation was that the Subject Member had breached the Code of Conduct by failing to treat others with respect.

The Monitoring Officer referred the complaint for investigation and subsequently referred the matter to the Grievance and Standards Committee ("the Committee") for determination.

The Committee considered the report of the Investigating Officer, witness evidence, the representations of the Subject Member and the views of the Independent Person.

DECISION

SUMMARY OF DECISION

The Panel, having taken into consideration the written evidence and representations from (i) Investigating Officer - Verina Wenham (ii) the Complainant - Laura Badland (iii) the Representative of the Subject Member - Carl Abbott (iv) the Subject Member - Paul Taylor (v) the witness called by the Subject Member - Charles Jolley and (vi) the Independent Person - Michael Gibson finds the following:

RESOLVED

On the matter of whether the Code of Conduct was breached by the Subject Member during the meeting of Sapcote Parish Council on 5th December 2024: The Panel agrees with the conclusions of the Investigating Officer at paras 149-151 of her report and concludes that Councillor Taylor has breached paragraph 1.1 of the Sapcote Parish Council Code of Conduct by failing to treat others with respect. The Panel does not agree that Councillor Taylor's behaviour during the meeting amounted to bullying and therefore conclude that Councillor Taylor did not breach paragraph 2.1 of the Sapcote Parish Council Code of Conduct.

On the matter of whether the Code of Conduct was breached by the Subject Member in the car park, following the meeting of Sapcote Parish Council on 5th December 2024:

The Panel agrees with the conclusions of the Investigating Officer at paragraphs 172-175 of the report and concludes that Councillor Taylor has breached paragraph 1.1 of the Sapcote Parish Council Code of Conduct by

failing to treat others with respect.

The Panel agrees with the conclusions of the Investigating Officer at paragraphs 178-180 of the report and concludes that Councillor Taylor has breached paragraph 2.1 of the Sapcote Parish Council Code of Conduct by demonstrating bullying behaviour to the complainant.

RECOMMENDATIONS

The Panel makes the following recommendations to Sapcote Parish Council:

1. Councillor Taylor must send a written apology to the Complainant within 14days of the next Sapcote Parish Council meeting (at which this matter is to be discussed) for the disrespect, distress and intimidation shown to them.
2. Written censure of Councillor Taylor by issuing of this Decision Notice to him by the Monitoring Officer on behalf of the Standards Committee.
3. That the findings of the Panel be reported by the Chair of the Panel to Blaby District Council's next Full Council meeting, with a recommendation for a motion of censure to be passed.
4. That the Monitoring Officer arranges for training for Councillor Taylor on the Code of Conduct to enable him to better fulfil his role as a Parish Councillor.

THE MEETING CONCLUDED AT 8.11 P.M.