

PSOW Reference	Council	Councillor	Complainant	Alleged breach	Gatekeeper	Investigation	Hearing
16/1611	County	A	Officer	Bullying, disrespect	Investigate	Evidence of breach	APW disqualified for 14 months
16/6253	Town 1	B	Councillor	Failure to declare an interest, voting with an interest	Investigate	Apology given by councillor. Not in public interest to proceed	
16/7019	Community 1	C	Officer	Bullying, disrespect, disrepute	Insufficient evidence		
16/7020	Community 1	D	Officer	Bullying, disrespect, disrepute	Insufficient evidence		
16/7053	Community 1	D	Officer	Failure to co-operate with local resolution	Not in public interest		
16/7054	Community 1	D	Officer	Failure to co-operate with local resolution	Not in public interest		
16/7173	Community 1	C	Councillor	Bullying, disrespect, disrepute, making malicious complaints	Insufficient evidence		
16/7174	Community 1	D	Councillor	Bullying, disrespect, disrepute, making malicious complaints	Insufficient evidence		

PSOW Reference	Type of Council	Councillor	Complainant	Alleged breach	Outcome by stage		
					Gatekeeper	Investigation	Hearing
17/0516	County	A	Public	Disrepute, respect	Alleged actions not a breach of the code		
17/2548	County	B	Public	Disrepute	Alleged actions not a breach of the code		
17/7733	Community 1	C	Public	Disrepute	Alleged actions not a breach of the code		
17/7836	Town 1	D	Councillor	Bullying	Duplicate of a complaint that will be investigated		
17/7924	Town 1	E	Councillor	Voting with a prejudicial interest	Duplicate of a complaint already being investigated.		
17/7925	Town 1	E	Councillor	Voting with a prejudicial interest	Investigate	CLr following MO advice so no breach of code	
17/7956	Town 1	F	Councillor	Respect	Alleged actions not a breach of the code		
17/7957	Town 1	G	Councillor	Bullying	Alleged actions not a breach of the code		
17/7965	Town 1	E	Councillor	Voting with a prejudicial interest	Duplicate of a complaint already being investigated.		
17/8009	Town 1	E	Councillor	Voting with a prejudicial interest	Duplicate of a complaint already being investigated.		

PSOW Reference	Type of Council	Councillor	Complainant	Alleged breach	Outcome by stage		
					Gatekeeper	Investigation	Hearing
18/0177	Town 1	A	Public	Bullying	Investigate	Breach but no action necessary	
18/0178	Town 1	B	Public	Bullying	Investigate	Breach but no action necessary	
18/0179	Town 1	C	Public	Bullying	Investigate	Breach but no action necessary	
18/0180	Town 1	D	Public	Bullying	Investigate	Breach but no action necessary	
18/1691	County	E	Public	Disrepute, misuse of position	Investigate	Refer to APW	(1) Member improperly conferred an advantage thereby bringing office into disrepute and (2) Member had an inappropriate relationship thereby bringing his office into disrepute
18/1844	Community 1	F	Public	Disrepute	Allegations not capable of being a breach. Possibly acting in private capacity		
18/2293	Town 1	G	Public	Disrepute	Comments in private capacity and not in public interest		
18/2299	Town 1	G	Public	Disrepute	Comments in private capacity and not in public interest		
18/4124	Town 1	H	Public	Disrepute, respect	Insufficient evidence and complaint not sufficiently serious to warrant investigation		
18/04263	Community 2	I	Public	Disrepute, bullying, respect	Allegations do not relate to official capacity. Insufficient evidence, would need strong evidence to suggest a member has breached the code.		
18/05023	Town 1	D	Councillor	Bullying, respect	Withdrawn by complainant		

PSOW Reference	Type of Council	Councillor	Complainant	Alleged breach	Outcome by stage		
					Gatekeeper	Investigation	Hearing
2019/01539	County	A	Public	Disrespect and disrepute	Insufficient evidence		
2019/01542	Community 1	B	Public	Disrespect and bullying	Not official capacity PSOW did not investigate		
2019/001823	Community 2	C	Councillor	Disrespect and bullying	Complaints not related to the code and insufficient evidence		
2019/001824	Community 2	D	Councillor	Disrespect and bullying	Complaints not related to the code and insufficient evidence		
2019/001825	Community 2	E	Councillor	Disrespect and bullying	Complaints not related to the code and insufficient evidence		
2019/001826	Community 2	F	Councillor	Disrespect and bullying	Complaints not related to the code and insufficient evidence		
2019/001827	Community 2	G	Councillor	Disrespect and bullying	Complaints not related to the code and insufficient evidence		
2019/001828	Community 2	H	Councillor	Disrespect and bullying	Complaints not related to the code and insufficient evidence		
2019/001829	Community 2	I	Councillor	Disrespect and bullying	Complaints not related to the code and insufficient evidence		
2019/001830	Community 2	J	Councillor	Disrespect and bullying	Complaints not related to the code and insufficient evidence		
2019/001831	Community 2	K	Councillor	Disrespect and bullying	Complaints not related to the code and insufficient evidence		
2019/03873	Town 1	L	Councillor	Defamation of character and slanderous comments	Suitable for local resolution which had already been invoked		
2019/06280	Town 1	M	Councillor	Inability to control a Councillor's behaviour during Council meetings and misreporting of information	Complaint not related to the code and insufficient evidence		
2019/06288	Town 1	N	Councillor	Disorderly conduct outside T&CC meeting	Not official capacity		
2019/06842	Town 1	N	Councillor	Disorderly conduct at T&CC meeting	Political expression		

PSOW Reference	Type of Council	Councillor	Complainant	Alleged breach	Outcome by stage		
					Gatekeeper	Investigation	Hearing
2020/02107	Community 1	A	Public	Threatening behaviour towards a member of the public	Lack of evidence and acting in private capacity		
2020/03161	Community 2	B	Public	Accusations made during virtual meeting	Political expression and not in public interest		
2020/03162	Community 2	C	Public	Failure to stop accusations being made during virtual meeting	Behaviour arguably not a breach and not in public interest		
2020/03596	Community 3	D	Public	Comments made which were humiliating and upsetting to the Clerk during virtual meeting.	Questions were reasonable and insufficient evidence that code was breached		
2020/04182	Town 1	E	Councillor	Self referral for potentially bringing office into disrepute	Investigate	No breach of the code. Actions were in private life and did not affect role as a councillor	
2020/04855	Town 1	F	Councillor	Letter received by complainant perceived to be of a bullying nature	PSOW did not investigate - no specific breach referred to by the complainant and no breach found.		
2020/04856	Town 1	G	Councillor	Letter received by complainant perceived to be of a bullying nature	PSOW did not investigate - no specific breach referred to by the complainant and no breach found.		
2020/04857	Town 1	H	Councillor	Letter received by complainant perceived to be of a bullying nature	PSOW did not investigate - no specific breach referred to by the complainant and no breach found.		
2020/04858	Town 1	I	Councillor	Letter received by complainant perceived to be of a bullying nature	PSOW did not investigate - no specific breach referred to by the complainant and no breach found.		
2020/04859	Town 1	J	Councillor	Letter received by complainant perceived to be of a bullying nature	PSOW did not investigate - no specific breach referred to by the complainant and no breach found.		
2020/05071	Town 1	F	Public	Cyber bullying of another Councillor through Social Media posts	PSOW did not investigate - no specific breach referred to by the complainant and no breach found.		
2020/05414	Town 2	K	Public	Breach of Code - failure to act in response to concerns and perceived lack of support	PSOW did not investigate - no breach of the code		

PSOW Reference	Type of Council	Councillor	Complainant	Alleged breach	Outcome by stage		
					Gatekeeper	Investigation	Hearing
2021/00033	Community 1	A	Public	Breach of Code - behaviour of Cllr deemed to be aggressive and inappropriate	PSOW did not investigate - alleged breach is not sufficiently serious enough to warrant an investigation		
2021/00076	Community 1	B	Public	Breach of Code (Sections 6a and 6C) in supporting another Cllr's inappropriate behaviour.	PSOW did not investigate - insufficient evidence and clarification that Code was breached		
2021/00300	Community 2	C	Councillor	Disrespectful comments made during a Zoom meeting towards complainant which were overheard by all participants.	PSOW did not investigate - the Councillor in question has acknowledged his behaviour, provided written apologies and resigned as a result of their actions. It's not in the public interest to continue.		
2021/01570	Town 1	D	Public	Breach of Code of Conduct specifically the Equalities Act 2010 during an interview for a co-optee vacancy on the TC	PSOW did not investigate as it is not in the public interest to do so. Also, the Council has already provided an apology and has committed to reviewing the process and undertaking refresher training to better understand its responsibilities.		
2021/01569	Town 1	E	Public	Breach of Code of Conduct specifically the Equalities Act 2010 during an interview for a co-optee vacancy on the TC	PSOW did not investigate as it is not in the public interest to do so. Also, the Council and Councillor have already provided an apology and have committed to reviewing the process and undertaking refresher training to better understand its responsibilities.		