



The Steypning Centre, Fletchers Croft, Steypning
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MEETING OF PERSONNEL COMMITTEE (via Zoom video conferencing platform) HELD ON TUESDAY 23RD MARCH 2021 AT 4.30PM

Present: Cllrs Young, Norcross, Hanson, Northam and Lloyd

Clerk : John Fullbrook **Deputy Clerk :** Hazel Roxby

Members of the Public: Cllrs Campbell and Goldsmith

Meeting commenced: 4.30 pm

DRAFT MINUTES (Non - Confidential)

Pe/20/28 APOLOGIES FOR ABSENCE

28.1 Apologies were received from Cllr Trundle.

Pe/20/29 DECLARATIONS OF INTEREST

29.1 None.

Pe/20/30 QUESTIONS FROM THE FLOOR

30.1 Cllr Campbell made a statement. – In summary, He asked the Committee to rethink and withdraw what in his opinion was an unlawful motion under Agenda item 7. He also stated in his opinion that it was an ultra vires procedure and based upon a completely flawed investigation and that the process itself was biased against him and Cllr Goldsmith. He went on to say that it would be unlawful for the Council to impose sanctions on he and Rodney, that it would be an unlawful fetter on their ability to carry on with their business as elected representatives, and that that the Harvey v Ledbury case law helped prove this fact, and indeed the Clerk had himself stated this previously. He also stated that a more proper procedure would be for the Clerk and Deputy Clerk to start a formal grievance procedure against them, or that the Committee consider taking out a code of conduct complaint against them instead. Finally, Paul suggested that the Committee once again consider mediation in order for long standing internal issues to be resolved.

{The Full statement can be heard on the video link from time frame 1.46 minutes to 11.46}

30.2 Cllr Goldsmith stated that he agreed with everything that Cllr Campbell had said in his statement.

Pe/20/31 MINUTES OF PREVIOUS MEETING

31.1 Cllr Young **proposed, seconded** by Cllr Lloyd that the personnel committee minutes from 24th February 2021 be accepted as a true and fair record. **Agreed**

Pe/20/32 CONFIDENTIAL SESSION

32.1 Cllr Young **proposed, seconded** by Cllr Norcross to resolve, under the Public Bodies (Admissions to Meetings) Act 1960, in accordance with Standing Orders 3d to exclude the press and public on the grounds that the confidential matters to be discussed under item 6 may involve disclosure of personal or privileged information which would be inappropriate to put in the public domain. **Agreed.**



Parish Clerk: John Fullbrook
Deputy Clerk: Hazel Roxby

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Pe/20/33 CONFIDENTIAL MINUTES OF PREVIOUS MEETING

- 33.1** Cllr Young **proposed**, **seconded** by Cllr Norcross that the personnel committee Confidential minutes From 24th February 2021 be accepted as a true and fair record. **Agreed**

Pe/20/34 STAFFING MATTERS

- 34.1** Cllr. Lloyd **proposed** that the Clerk and Deputy Clerk leave the meeting as the discussions over the emails were pertinent to the two of them. **Seconded** by Cllr. Northam. **Agreed**

The Clerk and Deputy Clerk left the meeting at 17.05

- 34.2** **To discuss and agree to recommend to Full Council any actions arising from the James Corrigan reports.** Most of the actions had been discussed at the previous meeting on the 24th February and were minuted. The committee reviewed the emails provided in the bundle of supporting papers, which were a representative sample of the emails that members of the committee had been copied in to.
- 34.3** The Committee believed that it should be seen to be acting responsibly and reasonably in upholding its legal duty of care to the Clerks. Cllr Young **proposed** and Cllr Norcross **seconded** to recommend a motion to Council at the EOM on 25.03.202, that in the interests of complying with the Council's legal duty-of-care and the well-being of its staff that certain councillors' emails and correspondence to staff be directed through the Chair of the Council for the present time, and that this will be reviewed at each Personnel Committee meeting. **Agreed**
- 34.4** In addition, Cllr. Young **proposed** and Cllr. Norcross **seconded** that in view of the concerns over the tone, frequency and length of emails received the Clerk be asked to provide further evidence. **Agreed**
- 34.5** The committee wanted it made clear that this was not a motion to 'gag' certain councillors but was intended to ensure that the Clerks do not receive any further 'harassing or, inappropriate' emails, but that requests, comments etc. will be passed on to the Clerk.

There being no further business the meeting closed at 18.25

Pe/20/35 DATE OF NEXT FULL COUNCIL MEETING: Monday 19th April 2021 at 7.30pm

Signed 19th April 2021

Chairman