

EXTRAORDINARY MEETING OF STEYPING PARISH COUNCIL

HELD ON MONDAY 13th OCTOBER 2025 AT 7.30PM

Councillors Present : Cllrs Norcross (Chairman), Young, Sharp, Foxwell, Lloyd, Bell, I Alexander, M Alexander, S Alexander and Ballance.
Clerks in attendance : John Fullbrook
Members of the Public : 4
Meeting commenced : 7.30 pm

MINUTES

ACTION

FULL/25/60 APOLOGIES FOR ABSENCE

60.1 Apologies received from Cllrs Hanson, Linfield and Johnson. Cllrs Trundle and Campbell were absent.

FULL/25/61 DECLARATIONS OF INTEREST

61.1 None

FULL/25/62 QUESTIONS FROM THE FLOOR {in summary}

62.1.1 *Q – A resident stated that he thought a Councillors primary function should be the health and well-being of the Council's staff*

62.1.2 *A - The Chair thanked the resident for his statement.*

FULL/25/63 GOVERNANCE MATTERS

63 .1 To agree to adopt the recommendations from the 30th September 2025 Personnel Meeting concerning continuing behaviour of an SPC Councillor. As per the draft minutes from the 30th September meeting, for members to receive the motions under Pe/25/19.1 and to discuss and agree the two recommendations noted under Pe/25/19.2.

Councillors stated their annoyance at the time being consumed by this continuing issue and noted that there remained the importance of a legal and moral *Duty of Care* to the Clerk in view of continued content of recent emails which appeared to be more egregious than before. One Councillor stated that she felt unsafe being in the same room as Cllr Campbell, following code of conduct complaints against her, and having to receive recent emails sent by him.

63.2 Motions received but not discussed from Personnel Committee under Pe/25/19.1 as follows:

*Cllr Bell **proposed, seconded** by Cllr Young that the Personnel Committee recognises the high level of productivity during the sanction period and that this was only possible due to the imposition of sanctions placed upon Cllr Campbell. **Agreed***

*Cllr Norcross **proposed, seconded** by Cllr Lloyd that the personnel committee acknowledges the supporting paper but considers at this point, it would not be the best use of Council time to pursue a more detailed report. **Agreed***

- 63.3** Cllr Norcross **proposed, seconded** by Cllr S Alexander that following recommendation from the personnel committee, SPC engage a solicitor or barrister, whichever being more appropriate, to consider Paul Campbell's emails, past, present and potentially future, and his behaviour. **Agreed**
- 63.4** Members considered the nature of the pattern of harassment and when it might be best to begin the period of investigation (how many years should be covered – limits of a civil action being 6 years), and that any further actions should be based sequentially upon the initial legal advice received. Cllr Norcross **proposed, seconded** by Cllr Foxwell following Personnel Committee recommendation, that correspondence to the Clerk from Paul Campbell will be logged with the police, as part of a potential investigation into long-term harassment, subject to legal advice. **Agreed**

**Chairman
& Clerk**

FULL/25/64 CORRESPONDENCE AND INFORMATION ITEMS

64.1 None

FULL/25/65 DATE OF THE NEXT FULL COUNCIL MEETING: 17th November 2025 at 7.30pm

Meeting closed at 7.45 pm

Signed by the Chairman Date 17th November 2025

A recording of this meeting is available at - <https://youtu.be/tOWTTgvBa3g>