

Mary Dolley

From: Brie Logan <BrieLogan@shaftesbury-tc.gov.uk>
Sent: 20 July 2022 14:19
To: pyeo@shaftesbury-tc.gov.uk
Subject: Full Council 19th July 2022

Dear Peter

I am writing to you regarding the Full Council meeting last night.

I want to be able to understand how I can help you and in turn support STC to perform at its very best for the people of Shaftesbury.

As a councillor there is a requirement in modelling the behaviour that is expected of you, to provide a personal check and balance, and to set out the type of conduct that could lead to action being taken against you. It is also to protect you, the public, fellow councillors, STC officers and the reputation of local government.

I was hopeful that 2022 would give STC the opportunity to press the re-set button, put the past behind us and work towards being a council that can proactively deliver for the people of Shaftesbury. In my view we should not allow an experience like last night to reoccur and stall the progress we are making. I hope you don't mind me offering my views and I very much hope you will take this on board in the spirit that it is intended.

The general principles of conduct expected of all councillors and your specific obligations in relation to standards of conduct in my considered view was not met last night. It was most disappointing that our two new members of staff observed such aggressive, confrontational and disrespectful behaviour shown by yourself. Likewise, some new faces in the public gallery indicated they were aghast with the level of overt hostility and antagonistic behaviour in the Chamber. This is damaging the credibility of the council and also yourself as a councillor.

The Code of Conduct 2020 states that as a councillor:

1.1 I treat other councillors and members of the public with respect.

1.2 I treat local authority employees, employees and representatives of partner organisations and those volunteering for the local authority with respect and respect the role they play.

Respect means politeness and courtesy in behaviour, speech, and in the written word. Debate and having different views are all part of a healthy democracy. As a councillor, you can express, challenge, criticise and disagree with views, ideas, opinions and policies in a robust but civil manner. You should not, however, subject individuals, groups of people or organisations to personal attack.

It is timely to remind you that the fundamental aim of the Code is to create and maintain public confidence in the role of councillor and local government. The council, as the corporate body, in the public's eyes, as displayed last night was dysfunctional. Each councillor has their own reasons for wanting to serve their community. A diverse range of people who have been democratically elected should provide STC with a solid platform to deliver great things for the community. It is therefore incredibly disappointing that the public, once again, experienced such a hostile and unprofessional meeting environment.

As the corporate body (as a group of 12) it is important to respect the viewpoints of others in a professional, courteous and respectful manner as per the Nolan Principles and code of Conduct as referenced below in italics. I note from your training records that you have not undertaken any councillor training. As per the Digest, I would further recommend you undertake the one-hour DAPTC Code of Conduct training session so you can learn more about the expected levels of behaviour of a councillor.

Excerpt from the Code of Conduct:

In accordance with the public trust placed in me, on all occasions:

- *I act with integrity and honesty*

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- I act lawfully
- I treat all persons fairly and with respect; and
- I lead by example and act in a way that secures public confidence in the role of councillor.

In undertaking my role:

- I impartially exercise my responsibilities in the interests of the local community
- I do not improperly seek to confer an advantage, or disadvantage, on any person
- I avoid conflicts of interest • I exercise reasonable care and diligence; and
- I ensure that public resources are used prudently in accordance with my local authority's requirements and in the public interest.

This Code of Conduct applies to you when you are acting in your capacity as a councillor which may include when:

- you misuse your position as a councillor
- Your actions would give the impression to a reasonable member of the public with knowledge of all the facts that you are acting as a councillor; The Code applies to all forms of communication and interaction, including:
 - at face-to-face meetings
 - at online or telephone meetings
 - in written communication
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 - in electronic and social media communication, posts, statements and comments. You are also expected to uphold high standards of conduct and show leadership at all times when acting as a councillor.

You are able to hold the local authority and fellow councillors to account and are able to constructively challenge and express concern about decisions and processes undertaken by the council whilst continuing to adhere to other aspects of this Code of Conduct.

All I am recommending that you do is to think about how you deliver the message and the way you present yourself as I fundamentally believe you could add so much more value if it was delivered in a constructive, non-confrontational and respectful manner.

To reiterate, I truly hope you will take this on board the in the spirit that it is intended.

Kind regards

Brie

Brie Logan
Town Clerk
For and on behalf of Shaftesbury Town Council
Main 01747 852420
Direct 01747 859342
Website www.shaftesbury-tc.gov.uk



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Mary Dolley

From: Brie Logan <BrieLogan@shaftesbury-tc.gov.uk>
Sent: 28 September 2022 13:04
To: pyeo@shaftesbury-tc.gov.uk
Subject: STC - Civility and Respect pledge

Dear Peter

In July 2022, following the Full Council meeting I provided you with constructive behavioural related feedback relating to the meeting, as described in the email below. Disappointingly I did not receive a response from you.

In August 2022 Shaftesbury Town Council RESOLVED to adopt the Civility and Respect pledge thus demonstrating commitment to treating councillors, clerks, employees, members of the public, representatives of partner organisations, and volunteers, with civility and respect in their role.

Intimidation, abuse, bullying and harassment of councillors, clerks and council staff, in person or online, is unacceptable, whether by councillors, clerks, council staff, or public members.

This can prevent councils from functioning effectively, councillors from representing local people, discourage people from getting involved, including standing for election, and undermine public confidence and trust in local democracy.

I feel compelled to write to you following last night's meeting. The behaviour you chose to demonstrate fell short of the minimum standard expected. You directly contravened the [Dignity at Work Policy](#) where the expectation is that all councillors, officers and the public are polite and courteous when working for, and with the council. It is unacceptable in a public forum to present your views about my integrity and professionalism in such an aggressive and confrontational manner. If you would like to raise a formal complaint about my performance then the correct procedure is to manage this via the [Comments, Compliments and Complaints Protocol](#). Please refer to section 9 which outlines the process for managing complaints about a Council employee and Section 10 outlines the procedure.

I also feel it is appropriate and timely for you to review the [Good Councillors Guide 2018](#) to refresh your understanding of the guidance. I would like to draw your attention to page 38 which references: *You should keep contributions short and to the point; you probably don't enjoy listening to others who speak for too long. Always work through the chairman and try not to score points off fellow councillors. Never engage in personal attacks on others – however tempting.*

The expectation is that representatives of the council treat each other with respect and uphold the values of the code of conduct, equality opportunities policy, and all other policies and procedures set by the Council. There is an expectation to demonstrate respect by listening and paying attention to others, having consideration for other people's feelings, following protocols and rules, showing appreciation and thanks, and being kind and respectful to one and all.

To support you further, and as referenced again at last night's meeting, I am urging all councillors to attend the Standards in Public Life training session (formerly known as Code of Conduct). Please let the office know which one best suits your availability and we will book it with DAPTC on your behalf. Note; these sessions are held online via Zoom.

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Finally, following my email in July, I was hopeful that 2022 would give STC the opportunity to press the re-set button, put the past behind us and work towards being a council that can proactively deliver for the people of Shaftesbury. In my view we should not allow an experience like last night to reoccur and stall the progress we have been making.

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From: Brie Logan
Sent: 20 July 2022 14:19
To: Peter Yeo
Subject: Full Council 19th July 2022

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in the public gallery indicated they were aghast with the level of overt hostility and antagonistic behaviour in the Chamber. This is damaging the credibility of the council and also yourself as a councillor.

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From: Brie Logan <BrieLogan@shaftesbury-tc.gov.uk>
Sent: 20 October 2022 09:28
To: pyeo@shaftesbury-tc.gov.uk
Subject: RE: STC - Civility and Respect pledge

Dear Peter

In July 2022 and September 2022, I wrote to you and provided you with constructive feedback to support you in your role of councillor at STC.

Disappointingly I have not had a response from you.

Once again, at the Full Council meeting on Tuesday evening, the behaviour you chose to demonstrate fell short of the minimum standard expected. You directly contravened the Dignity and Work policy and publicly dissed the Civility and Respect pledge that STC resolved to adopt in August 2022.

Condescending comments, disrupting meetings and a disrespectful attitude towards the chair, clerk and your fellow colleagues is having a detrimental effect on the efficiency of the meetings and the reputation of STC.

Whether you agree, support, or disagree, not support items of business being discussed then it is unacceptable to engage in personal attacks on your fellow councillors.

I urge you to commit to attending the Code of Conduct training so that you fully understand the importance of maintaining standards in public life. Like it or not you have a responsibility to maintain respectful behaviour that aligns to the expected councillor code of conduct standard. Your reputation as a councillor is at risk and I have a responsibility to help and guide you to perform in your role. Therefore, the following Code of Conduct training online training sessions are available. Please let me know your preference and I will book the session on your behalf.

1st November 2022 18:30 to 19:30
15th November 2022 17:00 to 18:00
1st December 2022 17:00 to 18:00
13th December 2022 18:30 to 19:30

I look forward to hearing from you.

Kind regards

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Mary Dolley

From: Brie Logan <BrieLogan@shaftesbury-tc.gov.uk>
Sent: 29 October 2022 14:17
To: pyeo@shaftesbury-tc.gov.uk
Cc: Shaftesbury Town Council Office
Subject: Standards in Public Life training

Dear Peter

Two STC councillor's requested Standards in Public Life daytime training sessions to be more compatible with their availability. I am extending these sessions to you as I am aware you are yet to undertake this training.

If either of these sessions (as shown in green below) work for you then please register via one of the links below. If neither of these dates suit then I have listed alternative options below.

You are invited to a Zoom meeting.

When: Nov 10, 2022 09:00 AM London

Register in advance for this meeting:

<https://us02web.zoom.us/join/ztMrd-moqjorG9bj1g7r8gbDU-ACjER-CY6->

After registering, you will receive a confirmation email containing information about joining the meeting.

OR

2pm afternoon session

You are invited to a Zoom meeting.

When: Nov 10, 2022 02:00 PM London

Register in advance for this meeting:

<https://us02web.zoom.us/join/tZ0lcuuvrjwsH92ZqiPi6hvhULDBbBHQXq0I>

After registering, you will receive a confirmation email containing information about joining the meeting.

Existing sessions as advertised on the Weekly Digest and via the DAPTC website as re follows:

15th November 5pm to 6pm

1st December 5pm to 6pm

13th December 6:30pm to 7:30pm

If you let the one of the office team know your preference then we can book the session on your behalf.

Many thanks

Kind regards

Brie

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Mary Dolley

From: Brie Logan <BrieLogan@shaftesbury-tc.gov.uk>
Sent: 10 May 2024 09:57
To: pyeo@shaftesbury-tc.gov.uk [REDACTED]
Subject: Feedback on the STC Welcome meeting

Good morning Peter

Following the recent election, STC has eight new councillors and seven returning councillors. Last night we welcomed new and returning members to an informal induction meeting with two main objectives (1) to meet and greet each other and (2) to run through the annual meeting, in advance of the formal meeting next week. The aim of this informal meeting was to support the new members and guide them through the process and protocol as for some, they have never attended a council meeting before.

Throughout the induction presentation I reiterated the importance of working together effectively as a team of councillors and officers and the need to focus on the future and not on the past. With fifteen newly elected members I explained this gives STC a perfect opportunity to press the re-set button and focus entirely on serving the Shaftesbury residents with a singular objective of making this town even better than it is already.

The presentation, as a precursor to the Annual meeting included the need for all members, as the corporate body, to commit to the (1) Civility and Respect pledge (2) the Code of Conduct and (3) the Nolan Principles, all of which provide a valuable ethical framework for town councillors. By embracing these principles, councillors can maintain the trust of their constituents, promote ethical conduct within the council, and work towards the betterment of their communities with transparency and integrity.

I am hugely disappointed that you chose to continually reference the past and display behaviour that was aggressive, very confrontational and intimidating. You chose to personally verbally attack me and others in this professional setting which is utterly unacceptable. This was a hugely unpleasant experience for our new councillors to witness and certainly not the best way to start a five-year professional working relationship.

I will be advising STC, as the corporate body, that it has a duty to promote and abide by the Code of Conduct and the Dignity at Work Policy. In summary, your behaviour continues to be unacceptable and must stop immediately. I will be advising STC that as the clerk the only way forward is for all members, as the corporate body, to be fully compliant with the Code of Conduct and Dignity at Work Policy. STC must sign up to a culture where there will be zero tolerance of behaviour that breaches these policies.

Kind regards

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