



Ethics Committee

Time and Date

10.00 am on Friday, 9th December, 2016

Place

New Committee Room 3, Council House, Coventry CV1 5RR

Public Business

1. **Apologies and Substitutions**
2. **Declarations of Interest**
3. **Minutes** (Pages 3 - 6)
 - a) To agree the minutes of the meeting held on 16 September 2016
 - b) Matters Arising
4. **Code of Conduct Investigation and Sanctions** (Pages 7 - 194)

Report of the Executive Director of Resources

Councillor G Williams and Mr P Wiseman, the Council's Co-opted Independent Person, have been invited to attend for consideration of this item
5. **Code of Conduct Update** (Pages 195 - 206)

Report of the Executive Director of Resources
6. **Review of Ethical Standards in Parish Councils** (Pages 207 - 214)

Report of the Executive Director of Resources
7. **Committee on Standards in Public Life: Annual Report for 2015/16** (Pages 215 - 222)

Report of the Executive Director of Resources
8. **Work Programme** (Pages 223 - 228)

Report of the Executive Director of Resources
9. **Any Other Items of Urgent Public Business**

Private Business

Nil

Chris West, Executive Director, Resources, Council House Coventry

Thursday, 1 December 2016

Note: The person to contact about the agenda and documents for this meeting is Suzanne Bennett e mail Suzanne.bennett@coventry.gov.uk, Tele: 024 7683 3072

Membership: Councillors A Andrews, R Bailey, L Bigham, D Gannon, K Mulhall, M Mutton and S Walsh (Chair)

Substitute Members: Councillors R Bailey and M Mutton (subject to Council approval on 6 December 2016)

Please note: a hearing loop is available in the committee rooms

If you require a British Sign Language interpreter for this meeting OR if you would like this information in another format or language please contact us.

Suzanne Bennett

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Coventry City Council
Minutes of the Meeting of Ethics Committee held at 10.00 am on Friday, 16
September 2016

Present:

Members: Councillor S Walsh (Chair)
 Councillor A Andrews
 Councillor L Bigham
 Councillor D Gannon
 Councillor K Mulhall

Other Members: Councillor Williams

Employees (by Directorate):

Resources: C Bradford, H Lynch, U Patel

Public Business

8. Declarations of Interest

There were no declarations of interest.

9. Minutes

The minutes of the meeting held on 15 July 2016 were signed as a true record.

Further to Minute 4(2), the Committee noted that a letter had been sent to the Secretary of State on 31 August 2016, no response had been received as yet.

10. Code of Conduct - update

The Committee considered a report of the Executive Director of Resources which provided an update on national issues in relation to the ethical behaviour of elected members and the local position in Coventry with regard to Code of Conduct issues.

The Committee had agreed that the Monitoring Officer would provide a regular update on cases relating to the Members' Code of Conduct on a national basis. This was to facilitate the Committee's role in assisting the Council with its duties under Section 27 of the Localism Act 2011 to promote and maintain high standards of member conduct. However since the abolition of the Standards Board for England, national statistics and case reports were no longer collated and therefore the cases reported were taken from general research.

The Committee discussed three cases from different councils and noted the outcome for each.

In terms of the local picture, the Committee noted that four new complaints had been received since the last meeting in July. All complaints had been handled in

accordance with the agreed Complaints Protocol. One complaint was currently being reviewed under Stage 1 of the procedure and in relation to the other three complaints, as they all related to councillors acting in their private capacity; no further action would be taken.

All complaints were handled in accordance with the agreed Complaints Protocol. No findings had been made by the Local Government Ombudsman in relation to members of Coventry City Council. No complaints had been received in the Monitoring Officer in respect of Allesley, Finham or Keresley Parish councils.

The Committee had a brief discussion on the Complaints Protocol which was due to be reviewed and considered that sanctions available to the Committee needed to be tougher to act as a deterrent and restore authority for the work of the Ethics Committee. It was reported that at least one other council was lobbying the Government to bring back tougher sanctions for the breach of the Code of Conduct as they had been experiencing some problems.

The Committee noted that majority of parish councillors had received training on the Code of Conduct and Declarations of Interests and a further short session on the code would be arranged in the autumn.

Five training sessions were held for city councillors and a total of forty three councillors attended the sessions, leaving just nine councillors yet to be trained. It was agreed that a letter would be sent to the Group leaders as a reminder that this training was still outstanding for those members.

RESOLVED that the Ethics Committee:

- 1. Notes the cases determined under the new regime nationally and requests that the Legal Services Manager, Place and Regulatory in consultation with the Chair of the Ethics Committee, shares the case update with all elected Members; and**
- 2. Notes the local position relating to the operation of the Council's Code of Conduct.**
- 3. Requests that a joint letter from the Chair and the Legal Services Manager, Place and Regulatory be sent to the Group Leaders as a reminder that some members had yet to be trained on the Code of Conduct.**

11. Recruitment of Independent Persons

The Ethics Committee considered a report of the Executive Director of Resources in respect of recruitment of Independent Persons. At the previous meeting in July the Committee were advised that the Independent Person Ken Sloan had resigned. The report outlined what action had been taken to recruit additional Independent Persons and sought the Committee's agreement to take further action following receipt of no applications for the position.

Under the Localism Act 2011 the Council is required to appoint at least one Independent Person to provide advice both to the Ethics Committee and when

required to any councillor who becomes the subject of a complaint. Since the introduction of new regulations regarding the procedure for dealing with disciplinary matters relating to certain senior officers, it would be helpful to have at least two Independent Persons.

In the meantime, the Council needs to have access to an Independent Person in the event that he or she needs to be consulted under the Council's Complaints Protocol. The appointment must be approved by a majority of members. However this would not preclude arranging with other authorities to bring the vacancy to the attention of their Independent Persons who may be interested in carrying out the role for more than one council.

The report noted that where a complaint under the Code of Conduct was to be investigated, the Council needed to appoint someone suitably qualified, experienced and impartial to carry out the investigation. This would very often be someone from outside the Council. The Acting Monitoring Officer considered that it would be useful to enter into discussions with other authorities to explore the possibility of reciprocal arrangements with regard to the appointment of independent investigators at the same time.

The report sought approval from the Committee to authorise the Acting Monitoring Officer to approach other authorities in the region with a view to utilising the services of their Independent Persons until such time as it can appoint its own and encouraging any existing Independent Persons to apply. In addition the Committee was also requested to authorise the Acting Monitoring Officer at the same time to enter discussions with other authorities with a view to making reciprocal arrangements for the appointment of independent investigators.

RESOLVED that the Ethics Committee:

- 1. Authorises the Acting Monitoring Officer to re-advertise the vacancies for Independent Persons; and**
- 2. Authorises the Acting Monitoring Officer to liaise with other councils as to the possibility of establishing shared arrangements for Investigating Officers and Independent Persons.**

12. Six Monthly Review of Members' Declarations of Gifts and Hospitality

The Committee considered a report of the Executive Director of Resources which outlined details of declarations of gifts and hospitality made by members since the Committee last reviewed these at its meeting on 24 March 2016.

The Committee noted that it was not unusual for senior members to declare offers of hospitality that had been declined for transparency.

RESOLVED that the Ethics Committee having considered the gifts and hospitality register entries received from 12 March to 31 August 2016 had no further recommendations to make.

13. **Six Monthly Review of Officers' Gifts and Hospitality**

The Committee considered a report of the Executive Director of Resources which set out the entries in the register for the period 1 January to 30 June 2016. In its work programme for 2016/17 the Committee had decided to review entries in the Register of Officers' Gifts and Hospitality every six months.

Since the last meeting of the Committee, the Acting Monitoring Officer had circulated the revised standardised Register and forms for use by officers to senior officers and the staff responsible for maintaining the Register. Updated information had been published on the Council's intranet along with the revised forms.

The proposals to revise the Gifts and Hospitality section of the Employees Code of Conduct were discussed with the trade unions and the proposals had been approved by Council on 6 September 2016 (their Minute 51/16 refers).

The Committee commented that estimated value of the gift or hospitality should be listed when updating the register.

RESOLVED that the Ethics Committee having considered the entries of gifts and hospitality received by officers for the first six months of 2016, had no further recommendations to make.

14. **Work Programme**

The Committee considered a report of the Executive Director of Resources which outlined suggested areas of work for the Committee for the Municipal Year 2016/17.

RESOLVED that the Ethics Committee having reviewed the work programme attached at Appendix A of the report had no amendments to make.

(Meeting closed at 10.45 am)



9 December 2016

Name of Cabinet Member:

N/A- Ethics Committee

Director Approving Submission of the report:

Executive Director of Resources

Ward(s) affected:

None

Title: Code of Conduct Investigation and Sanctions

Is this a key decision?

No

Executive Summary:

This report sets out brief details of an investigation by the Acting Monitoring Officer into remarks alleged to have been made by Cllr Glenn Williams (the "Subject Member") to the Coventry Telegraph in July 2016 in relation to a private WhatsApp conversation in May 2016.

On 14 July 2016 the Coventry Telegraph published a story about the conversation having first asked Cllr Williams for his response. On 15 July Cllr Williams was interviewed on the BBC Coventry and Warwickshire Radio Breakfast Show in relation to the story.

The Acting Monitoring Officer did not receive a complaint in respect of the comments reported in the media. However, there was some negative publicity regarding the comments. The City Council has a statutory duty to promote and maintain high standards of conduct by Elected Members. It was therefore considered appropriate (despite the lack of complaint) to investigate the comments made to establish whether they amount to a breach of the code.

The Acting Monitoring Officer carried out an investigation into the incident and concluded that:

- (a) Cllr Williams was not acting in his official capacity during the WhatsApp conversation and so the Code of Conduct did not apply on that occasion.

- (b) Cllr Williams was acting in his official capacity when he was speaking to the Coventry Telegraph journalist and when he was interviewed on BBC Coventry and Warwickshire Radio and so was bound by the Code of Conduct on those occasions.
- (c) Cllr Williams' comments set out in paragraph 24 iii), iv) and v) of the Acting Monitoring Officer's Investigation Report amounted to a breach of the Code of Conduct.
- (d) Cllr Williams' remarks set out in paragraph 24 vi) and vii) did not constitute a breach of the Code of Conduct.

Cllr Williams has accepted the findings of the Acting Monitoring Officer. The Ethics Committee is now asked to consider what sanctions, if any, should be applied in respect of this matter.

Recommendations

The Committee is requested to:

- (1) determine what sanction or sanctions, as set out in paragraph 5.1 of the report , if any, should be applied; and
- (2) authorise the Acting Monitoring Officer, in consultation with the Chair of Ethics Committee, to publish the Full Decision on the Council's website at the same time that copies are made available to the parties to the hearing.

List of Appendices included:

Appendix 1: Final Investigation Report of the Acting Monitoring Officer

Appendix 2: Exhibits to the Final Investigation Report

Appendix 3: Written opinion of the Independent Person on the Draft Investigation Report

Appendix 4: Response of Cllr Williams to the Draft Investigation Report

Appendix 5: Response of Cllr Williams to the Final Investigation Report

Appendix 6: Response of the Independent Person to the Final Investigation Report

Other useful background papers:

None

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title: Code of Conduct Investigation and Sanctions

1. Context (or background)

- 1.1 The Council adopted the Code of Conduct for Elected and Co-opted Members (“the Code”) at its meeting on 3 July 2012. A copy of the Code is attached to this report as **Exhibit HL1 at Appendix 2** to this report. In addition the Ethics Committee on 30 August 2012 approved a Complaints Protocol for use when dealing with Code of Conduct complaints. This is attached as **Exhibit HL2 at Appendix 2**.
- 1.2 The relevant comments were made in a private WhatsApp conversation between Cllr Williams and another member of the Conservative Party on 22 May 2016, to the Coventry Telegraph which were published on 14 July 2016 and during an Interview on the BBC Coventry and Warwickshire Breakfast show on 15 July 2016.
- 1.3 The Acting Monitoring Officer did not receive a complaint that Cllr Williams had breached the Code of Conduct for Elected and Co-opted Members. However, there was some negative publicity regarding the comments made, calls for Councillor Williams to resign and suggestions from a local MP to the media that Councillor Williams’ comments amounted to a breach of the code. An Extraordinary meeting of Council was held on 3 August 2016 to call for Councillor Williams’ resignation. The City Council has a statutory duty to promote and maintain high standards of conduct by Elected Members. It was therefore considered appropriate (despite the lack of complaint) to investigate the comments made to establish whether they amount to a breach of the code.

2. Investigation into the Complaint

- 2.1 The Acting Monitoring Officer investigated Cllr Williams’ remarks during the WhatsApp conversation, statements that he made to the Coventry Telegraph and in the interview on BBC Coventry and Warwickshire Radio’s Breakfast Show. The report of the investigation is attached as **Appendix 1** to this report. Documents considered as part of the investigation are also attached as **Appendix 2**.
- 2.2 The Acting Monitoring Officer interviewed Cllr Williams and a signed record of that interview is attached as **Exhibit HL13 to Appendix 2**. She also considered a number of documents which are also set out in **Appendix 2**.
- 2.3 The Acting Monitoring Officer issued her report on 28 October 2016. She concluded that:
 - (a) Cllr Williams was not acting in his official capacity during the WhatsApp conversation and so the Code of Conduct did not apply on that occasion.
 - (b) Cllr Williams was acting in his official capacity when he was speaking to the Coventry Telegraph journalist and when he was interviewed on BBC Coventry and Warwickshire Radio and so was bound by the Code of Conduct on those occasions.
 - (c) Cllr Williams’ comments set out in paragraph 24 iii), iv) and v) of the Acting Monitoring Officer’s Investigation Report (**Appendix 1**) amounted to a breach of the Code of Conduct.

- (d) Cllr Williams' remarks set out in paragraph 24 vi) and vii) did not constitute a breach of the Code of Conduct.
- (e) The paragraphs of the Code of Conduct that the Acting Monitoring Officer considered to have been breached were:
 - 3h. To behave in accordance with all my legal obligations, alongside any requirements contained within the Council's policies, protocols and procedures including the use of Council resources;
 - 3j. Always treat people with respect, including the organisation and public I engage with and those I work alongside;
 - 3k. Provide leadership through behaving in accordance with these principles when championing the interests of the communities with other organisations as well as within the Council.
- (f) The Acting Monitoring Officer also concluded that her finding that Cllr Williams had breached the Code of Conduct did not amount to a disproportionate interference with Councillor Williams' right of freedom of expression under Article 10 of the European Convention on Human Rights.

The full Report is attached at Appendix 1 together with the documents referred to in the Report which are attached as Appendix 2.

3. Response to the Investigating Officer's Report

- 3.1 Under the Council's Complaints Protocol, all parties have an opportunity to consider the draft Report and make a formal Response to the Report if they so wish. They may also comment on the final report when it is issued. In this case, Cllr Williams' comments on the draft report are included at **Appendix 4** and on final report at **Appendix 5**. Cllr Williams has accepted the conclusions of the final Investigation Report.
- 3.2 The Council's Co-opted Independent Person, Mr Peter Wiseman OBE, LLB, was provided with a copy of the draft Report and was asked to give his views on it. **His written opinion on the draft report is attached at Appendix 3 and his response to the final report is at Appendix 6.**
- 3.3 As all parties are in agreement with the findings of the Report, it now falls to the Committee to decide what, if any, sanctions should be applied in this case.

4. Sanctions Hearings Procedure

- 4.1 The Committee is asked to consider what action, if any, it should take as a result of Cllr Williams' failure to comply with the Code of Conduct. Before doing so the Committee will invite the Independent Person and the Subject Member to make their representations as to whether or not any sanctions should be applied and, if so, what form they should take. Mr Peter Wiseman, the Co-opted Independent Person, will be in attendance at the meeting.
- 4.2 When deciding whether to apply one or more sanctions, the Committee will ensure that the application of any sanction is reasonable and proportionate to the Subject Member's behaviour.

- 4.3 The Committee will consider what action it should take from the list of possible sanctions set out in paragraph 5.1 below. The Committee has no power to suspend or disqualify the Subject Member or to withdraw basic or special responsibility allowances.

5. Options Available to the Committee

- 5.1 The sanctions available to the Committee are to:

- (i) decide to take no action;
- (ii) publish its findings in respect of the member's conduct;
- (iii) send a formal letter of censure to the member;
- (iv) report its findings to the Council either for information or to recommend censure of the member;
- (v) recommend to the member's Group Leader that the member be removed from any or all Committees or Sub-Committees of the Council (not applicable);
- (vi) recommend to the Leader of the Council that the member be removed from the Cabinet, or removed from particular portfolio responsibilities (not applicable);
- (vii) recommend the Monitoring Officer to arrange training for the member.

Any recommendation made under (v) to (vii) above will require the cooperation of all parties.

- 5.2 Where a Subject Member does not accept a sanction which has been imposed upon him/her by the Ethics Committee, the Monitoring Officer will submit a report to full Council which will then consider what action, if any, it should take as a result of the Subject Member's failure.
- 5.3 Within 14 days of the Committee's announcement of its decision and recommendations, the Acting Monitoring Officer will publish the name of the Subject Member and a summary of the Committee's decision and recommendations and reasons for the decision and recommendations ("the Full Decision") on the City Council's website. The Full Decision must be agreed with the Chair, prior to publication.
- 5.4 No later than the date on which the Full Decision is published on the Council's website, the Acting Monitoring Officer will provide a copy of the Full Decision to the Subject Member.

6. Results of consultation undertaken

- 6.1 The Subject Member has been consulted at each stage of these proceedings.

7. Timetable for implementing this decision

- 7.1 Any decisions of the Committee will be implemented within an appropriate time frame.

8. Comments from Executive Director, Resources

8.1 Financial implications

There are no specific financial implications arising from the recommendations within this report.

8.2 Legal implications

The Council is required under Section 28 of the Localism Act 2011 to adopt a suitable Code of Conduct and to have in place arrangements under which allegations of failure to comply with the Code may be investigated and decisions on allegations can be made. The sanctions hearing meets this requirement and assists the Council in promoting and maintaining high standards of ethical behaviour as is required under section 27 of the Act.

9. Other implications

9.1 How will this contribute to achievement of the Council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / Local Area Agreement (or Coventry Sustainable Community Strategy)?

Not applicable.

9.2 How is risk being managed?

Failure to consider and deal appropriately with complaints about councillors' behaviour could lead to damage to the Council's reputation as well as that of individual councillors. The hearing into this complaint is designed to ensure that the Council discharges its duty to promote and maintain high standards of conduct.

9.3 What is the impact on the organisation?

The hearing is to consider what sanctions, if any, to impose on a Subject Member who has been found to have breached the Code of Conduct and as such will have no direct impact on the organisation.

9.4 Equalities / EIA

There are no public sector equality duties which are of relevance at this stage.

9.5 Implications for (or impact on) the environment

None

9.6 Implications for partner organisations?

None

Report author(s): Carol Bradford

Name and job title: Corporate Governance Lawyer, Regulatory Team

Directorate: Resources


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Enquiries should be directed to the above person.

Contributor/approver name	Title	Directorate or organisation	Date doc sent out	Date response received or approved
Contributors:				
Suzanne Bennett	Governance Services Officer	Resources	30.11.16	1.12.16
Names of approvers for submission: (officers and members)				
Kathryn Sutherland	Finance	Resources	30.11.16	1.12.16
Helen Lynch	Legal Services Manager (Place and Regulatory) and Acting Monitoring Officer	Resources	29.11.16	29.11.16
Director: Chris West	Executive Director, Resources	Resources	30.11.16	1.12.16
Members: Councillor Walsh	Chair, Ethics Committee	Elected Member		

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Report of an investigation as to whether Councillor Glenn Williams has breached the Coventry City Council Member Code of Conduct.

FINAL

Helen Lynch
Acting Monitoring Officer
28 October 2016

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Executive Summary

1. On 14 July 2016, the Coventry Telegraph published a story regarding a private WhatsApp conversation between Councillor Glenn Williams and an unnamed recipient. The unnamed recipient made a complaint to the Conservative Association regarding the content of Councillor Williams' messages. The story stated that Councillor Williams had since apologised for causing any offence but that he had stood by his beliefs. Prior to publishing the story, the Coventry Telegraph contacted Councillor Williams and asked for his response to the alleged comments. On 15 July 2016, Councillor Williams was interviewed on the BBC Coventry and Warwickshire Radio Breakfast Show in relation to the story.
2. The Council has not received a complaint that Councillor Glenn Williams has breached the Member Code of Conduct. However, there has been some negative publicity regarding the comments made, calls for Councillor Williams to resign and suggestions from a local MP to the media that Councillor Williams' comments amount to a breach of the code. An Extraordinary meeting of Council was held on 3 August 2016 to call for Councillor Williams resignation.
3. The City Council has a statutory duty to promote and maintain high standards of conduct by Elected Members. It was therefore considered appropriate (despite the lack of complaint) to investigate the comments made to establish whether they amount to a breach of the code.

Relevant Legislation

4. Under Localism Act 2011, the Council:
 - a. is under a duty to promote and maintain high standards of conduct; and
 - b. must adopt a Code of Conduct which is consistent with the statutory principles of selflessness, integrity, objectivity, accountability, openness, honesty and leadership.
5. The Act requires the Council to have in place arrangements for investigating allegations of failure to comply with the code and taking decisions about them, including appointing one or more independent persons, one of whose views may be sought before a decision is made, and one of whose views may be sought by the member against whom an allegation is made.
6. The Council adopted a new Code of Conduct ("the code") with effect from July 2012 (HL1). The Council also adopted arrangements for dealing with allegations that a member of failed to comply with the code (HL2).
7. The paragraphs of the Code which are relevant to this investigation require Members:

- 3h. To behave in accordance with all my legal obligations, alongside any requirements contained within the Council's policies, protocols and procedures including the use of Council resources;
 - 3j. Always treat people with respect, including the organisation and public I engage with and those I work alongside;
 - 3k. Provide leadership through behaving in accordance with these principles when championing the interests of the communities with other organisations as well as within the Council.
8. Article 10 of the European Convention on Human Rights provides:
- 1) Everyone has the right to freedom of expression. This right shall include freedom to hold opinions and to receive and impart information and ideas without interference by public authority and regardless of frontiers;
 - 2) The exercise of these freedoms, since it carries with duties and responsibilities may be subject to such formalities, conditions, restrictions or penalties as are prescribed by law and are necessary in a democratic society, in the interests of...the protection of the reputation or rights of others.

Subject Member's Official details

9. Councillor Glenn Williams was elected as a Conservative Councillor for Bablake Ward in May 2016. He received training on the Code in July 2016. He also attended the Council's Condensed Mandatory Training, which includes training on Equalities in June 2016.

Summary of the Facts and Evidence Gathered

10. On 14th July 2016, the Coventry Telegraph published a story (HL3) regarding a private WhatsApp conversation between Councillor Glenn Williams and an unnamed recipient. The conversation took place on 22 May 2016 during the EU Referendum Campaign. During that campaign, Councillor Williams campaigned to leave the EU. It is understood that the recipient was in favour of remaining in the EU.
11. The story reported that the recipient had made a complaint to the Conservative Association. Councillor Glenn Williams has sent a written apology to the recipient. The Conservative Association was not taking any further action because Councillor Williams was not 'acting as a Conservative' during the conversation. The story also reported comments made by Councillor Williams when had been contacted by the journalist in relation to the matter.
12. The article reported that Councillor Williams had expressed views such as:

“he didn’t believe in multi-culturalism”

“Enoch Powell was right”

“we’ll be overrun with kebab shops if Turkey join (the EU)

13. Later the same day, the Coventry Telegraph published a further article (HL4) in which Councillor George Duggins (Leader of the Council) and Councillor Abdul Khan (Deputy Leader) stated Councillor Williams should resign after publicly standing by the views he had expressed. Fellow Conservative Councillor Tim Mayer was also quoted in the article distancing himself from Councillor Williams’ views.
14. On 15 July 2016, the Coventry Telegraph published an article (HL5) confirming that Councillor Williams had resigned from the Conservative Party. His resignation came prior to a meeting of the Conservative Group to decide whether to take disciplinary action against Councillor Williams.
15. On the same day, the Coventry Telegraph published a transcript of the WhatsApp conversation (HL6). Councillor Williams was also interviewed on the BBC Coventry & Warwickshire Radio Breakfast Show (HL7).
16. On the evening of 15 July 2016, Councillor Williams published an apology on his Twitter account (HL8). He also wrote a letter of apology to the Lord Mayor (HL9) and a letter to the Bishop of Coventry requesting to meet with him to learn about the work he does for the Coventry Refugee and Migrant Centre (HL10).
17. On 18 July 2016, the Coventry Telegraph published two further articles. The first confirmed that Councillor Williams would continue to sit as an Independent Councillor (HL11). The second quoted Coventry MP Geoffrey Robinson calling on Councillor Williams to resign (HL12).
18. On 3 August 2016, an Extraordinary meeting of the Council was held to call upon Councillor Glenn Williams to resign.

The Evidence Gathered

19. I met with Councillor Williams as part of the investigation. A signed record of the interview is attached as exhibit HL13.
20. I have also considered the following documents:
 - Coventry Telegraph Article dated 14/07/2016 “Tory Councillor apologises for immigration rant in which he said “Enoch Powell was right”.
 - Coventry Telegraph Article dated 14/07/2016 “Tory Councillor should resign after immigration rant says Coventry Council Leader”.

- Coventry Telegraph Article dated 15/07/2016 “Immigration rant Councillor resigns from Conservative Party as colleagues prepared to decide fate”.
- Coventry Telegraph Article dated 15/07/2016 “Revealed: Leaked immigration conversation which led to Tory Councillors resignation”.
- Transcript of interview with BBC CWR Breakfast Show dated 15/07/16.
- Apology posted on Twitter by Councillor Williams on 15/07/2016.
- WhatsApp message from Councillor Williams to Councillor Mayer dated 15/07/2016 (HL14).
- Letter of apology from Councillor Williams to the Lord Mayor – undated.
- Letter from Councillor Williams to the Bishop of Coventry – undated.
- Councillor Williams’ speech to Full Council on 3 August 2016 (HL15).
- Various messages of support for Councillor Williams which he received directly or appeared in The Coventry Telegraph (HL16).
- The Council’s Policy Statement Members: Equalities (HL17)

Evidence of Councillor Williams

21. Councillor Williams stated that the WhatsApp conversation took place with someone who he has known for a few years. They have canvassed together and have exchanged strong views. The unnamed recipient was well aware of Councillor Williams’ views. The unnamed recipient started the conversation by talking about Donald Trump. The exchange was a private conversation which took place at the end of a busy weekend.
22. Councillor Williams said that he did not know that it was possible to obtain a transcript of a WhatsApp conversation until one was handed to Ken Taylor by the unnamed recipient. The unnamed recipient demanded a written apology which Councillor Williams provided. Councillor Williams thought that that was the end of the matter until a journalist at the Coventry Telegraph contacted him saying he had a story. The journalist then asked why he said this and why he had said that.
23. Councillor Williams said that his natural instinct was to defend himself. He confirmed that the comments attributed to him in the Coventry Telegraph on 14 and 15 July were an accurate reflection of what he said to the journalist. He accepted that when speaking to the journalist he was doing so in his capacity as Councillor.
24. I referred Councillor Williams through each comment as reported in the press in order to understand the basis for them.
 - i). ***“I stand by anything I say and I can defend myself on anything I say”***
Councillor Williams explained that he should not have to be sorry for his views. He referred to the context of the WhatsApp conversation.

- ii). **Asked to clarify his position, he said “The person I was speaking to was very much for remain. We had what you would call banter between us a number of times”.**

Councillor Williams explained that he referred to the content of the WhatsApp conversation as banter because in it he was speaking differently to how he would in full Council. He said seeing the transcript of what he said in the press made him look like an awful racist. Councillor Williams explained he would perhaps express himself in the same manner at full Council if he felt he was being attacked and was trying to defend himself but he would be unlikely to make such comments as they would not be relevant to Council business.

I queried whether his views were relevant to the Council debate on racism, xenophobia and hate crime on 12 July 2016. Councillor Williams said at that debate he had spoken then to defend the views of residents whilst being very clear that outright racism and hate is never acceptable towards anybody but that there has been bigotry towards leave campaigners following the referendum.

- iii). **“I’d seen on Facebook that he was in London and he’d put up a post saying that it’s wonderful that we hear so many languages, no English being spoken so I made that comment when we had that conversation” “I thought that was a bit odd that people aren’t speaking English in our own country” He added “To me, you shouldn’t be a minority in your own country”**

Councillor Williams explained that this is what a lot of people had been saying on the doorstep during the referendum campaign. People told him what their views were, which were sometimes extreme. When he told them that he was campaigning for leave, residents were with him. Councillor Williams said if that is what people think then as an elected representative that is what he should represent.

I asked Councillor Williams whether he considered the view “you should not be in a minority in your own country” to be extreme. He said no. He said people feel like they are in a minority. One person told him that he had been waiting for months for a hospital appointment and when he got there, the waiting room was full of non-English people. When other people are taking priority over British people, it is not right.

Councillor Williams explained that other than the views people had expressed on the doorstep he did not have any factual or statistical basis for the views expressed. He considered that because so many people were telling him that, it must be a representative view. He did not think it was his business to research the issue thoroughly unless asked to by residents. They were views expressed on the streets and why he said what he had said during the WhatsApp conversation.

- iv). ***Asked about his claims immigrants are a “drain on resources” he said: “This is what people are telling us on the doorstep. As an elected representative, I feel I have to reflect their views” “That’s what I did at the Council meeting on May 26 when I made my maiden speech (during a debate on Brexit). After that I was accused of xenophobia, fuelling racism and yesterday (at full Council) I tried to defend our residents and reject what was said”***

Councillor Williams confirmed that again, the views of residents expressed on the doorstep were the basis for this comment.

- v). ***Asked about the message which read “I don’t believe in multi-culturalism”, he said: “I believe everyone is an individual and we respect everyone but when you come to our country, you integrate.***

Respect who you are and where you come from, and we can learn a lot of things from their culture...but it’s when people from different cultures come here and then they take over what we’re doing and you can’t be involved, that’s when people on the streets say what’s happening in our country?”

He added “when you come over you don’t try and change the rules and how English people behave. That’s what I was trying to get across in that conversation.”

Councillor Williams explained that he had heard people say things, seen things on the news and social media that made him think. He referred to the inability to deport a criminal who had been preaching hate, the murder of Lee Rigby. He referred to the fact that immigrants are provided with housing and money which they then send home. Councillor Williams said he had previously worked in a bank and so knew about the money they were getting. He used to wonder why he bothered working 7 days a week.

In relation to trying to change the rules, Councillor Williams explained that he had been referring to Sharia Law. Residents had asked him whether we would have to abide by Sharia Law. Councillor Williams had asked a colleague who works for a Minister about it but he had not heard anything about it. Councillor Williams explained that these comments are all the reasons why he did not agree with the EU. He considers that “our elected MPs should be making the rules not Brussels or Sharia People.”

Councillor Williams explained that what he should have said was that he does not think multi-culturalism has worked the way it should have done. He should have said that multi-culturalism should be about integration, about people being proud of where they come from but when they come to this country, people should learn English, learn about our culture and integrate. If people create their own communities where the native population does not feel welcome, that is how real extremism starts. Councillor Williams said it would

not matter to him what culture a resident is from, it would not be any of his business.

Bearing in mind the cultural make-up of the City, Councillor Williams could understand why some people were offended by the comments on multi-culturalism, which is why he issued the apology.

- vi). ***Asked about the views expressed around Enoch Powell, he said “Enoch Powell is a great hero mine. I think he was a very intelligent man, a very far-seeing man, a very well respected member of Parliament.***

People said Enoch Powell was a racist but he wasn't. He made it quite clear what he was saying was nothing to do with race, it is to do quite simply with the numbers in this country.

We cannot take the numbers that are coming in, that's why he wanted more control over immigration.”

Councillor Williams explained that he had watched a lot of documentaries and researched a lot about Enoch Powell and what he believed, not just the famous rivers of blood speech. Enoch Powell was very anti EU or EEC as it was in those days. He is a hero of his because they have similar views on Europe, it has nothing to do with race. Councillor Williams said he does not discriminate against anybody. A person's race is none of his business.

I queried why, if his concerns about immigration were based on the number of immigrants, was it necessary to reference whether someone had the ability to speak English. By referencing the language spoken by immigrants, did that not make it also about race/nationality. Councillor Williams explained that he would not have thought it had anything to do with race. He asked if somebody speaks German but not English, is that about race? His comments were not intended to be racist.

- vii). ***Asked if he could see the message “if Turkey join (the EU) we'll be overrun with kebab shops” might be offensive to some people he said: “That's what I was saying to someone as banter in private conversation. It's not something I would go shouting out on the streets. I don't see what that's been brought up.”***

I referred to the distinction that Councillor Williams had made in this response to what he would say in private and what he would say in public. During an interview on the BBC Coventry and Warwickshire Radio Breakfast Show on 15 July 2016, Councillor Williams made a number of references to the fact that the WhatsApp conversation was a private one. I queried what makes the comments something that he would say in private but not in public. Councillor Williams explained that in private you talk differently and have jokes with people. Residents expect Councillors to behave in a certain manner when

they are representing them and dealing with them. I asked whether he had been behaving in a manner expected by residents when he was speaking to the journalist. Councillor Williams responded that when he was speaking to the journalist, he had not been representing residents, he had been trying to think quickly but did not think quickly enough. Councillor Williams said on reflection, the comments he made to the journalist were something he would have said in private but not in public.

25. Councillor Williams does not think he has breached the Member Code of Conduct or the Council's equality policies. He is of the view that he has never discriminated against anybody and has always treated people with respect, even before he was elected. He stated that he does not care where people come from as long as they are doing a good job and are friendly. He has attended training on equality and diversity. He confirmed that he is always friendly and people are welcome in his office at any time. Councillor Williams said he had a lot of support from Bablake Residents.
26. Councillor Williams said that following the media coverage, he was arranging to visit the Mosque. He was also hoping to visit the Coventry Refugee and Migrant Centre so that he can learn about the work that they do and the position that Refugees are in. He said it is something that he is ignorant about. Councillor Williams is also learning about the interfaith work that they do so that he does not make ignorant statements. He hopes to be able to make something positive come out of something negative.
27. I asked Councillor Williams why he had resigned from the Conservative Association if he did not think he had breached the Code. He said that it was because he was under pressure from the Regional Office. He would have been expelled otherwise. The Conservatives had disassociated themselves with his views.
28. Councillor Williams does not consider the wording of the apology he posted on Twitter to contradict the position he had taken during our interview. Councillor Williams said people should always be able to defend their views. Politics is about trying to persuade people. After having spoken to the journalist, he had reflected and thought he had been a bit close minded. He admitted that he had been speaking from ignorance and was being naïve. He had not meant to cause offence.

Findings of Fact

29. The WhatsApp conversation on 22 May 2016 was a private conversation and therefore Councillor Williams was not acting in his official capacity.
30. Councillor Williams was acting in his capacity as a Councillor when he spoke to the journalist from the Coventry Telegraph.

31. Councillor Williams was acting in his official capacity when he was interviewed on BBC Coventry & Warwickshire Radio on 15 July 2016.
32. Councillor Williams did make the comments as reported in the Coventry Telegraph on 14 July 2016.
33. Councillor Williams resigned from the Conservative Association on 14 July 2016 in order to distance himself and his views from party colleagues.
34. When apologising to the recipient of the WhatsApp messages, Councillor Williams apologised for any offence caused but stood by the statements he had made.
35. In the apology published on Twitter on 15th July 2016, Councillor Williams sought to distance himself by saying the “comments do not accurately reflect my opinions and values”.
36. Similarly, in his letter to the Lord Mayor Councillor Williams stated the opinions were not a true reflection of his views.
37. The content of the apologies on Twitter and to the Lord Mayor contradict the position taken by Councillor Williams in the interview with the Coventry Telegraph journalist and with me.
38. Save for the comments made in respect of Enoch Powell, the comments made were based on what residents had said to him rather than any factual or statistical evidence.
39. The comments referred to at paragraphs 24 iii, iv, and v, demonstrate a dislike of or prejudice against people from other countries. Therefore, I find the comments to be xenophobic.
40. I have considered whether the comments suggest that members of different races possess characteristics, abilities/qualities specific to that race especially so as to distinguish it as inferior or superior to another. On balance, I do not consider Councillor Williams has suggested one race is superior to another. Therefore, the comments are not racist.
41. The distinction that Councillor Williams sought to make between what he would say in private and the wording of the apologies published on Twitter and in the letter to the Lord Mayor indicate Councillor Williams was aware his comments were xenophobic or at the very least inappropriate.

Reasoning as to whether there is a breach of the Code

42. The relevant paragraphs of the Code which I have considered during my investigation are 3h, 3j and 3k (as set out in full at paragraph 7 of this report).
43. The test in deciding whether or not there has been a breach of the code is objective: would a reasonable person aware of all the material facts and ignoring all immaterial factors consider that there has been a breach of the code?
44. The Code only applies to the conduct of a member acting in an official capacity and not at any other time. As previously indicated, I consider that Councillor Williams was acting in his official capacity when he was speaking to the Coventry Telegraph journalist and when he was interviewed on BBC Coventry and Warwickshire Radio. He was not acting in his official capacity during the WhatsApp conversation. Therefore, I have not considered the content of that conversation further.
45. As a result of my findings at paragraphs 30 – 41 in particular the finding that the comments were xenophobic, it follows that Councillor Williams has breached the Code of Conduct.
46. Coventry City Council requires its Elected Members to lead by example and take active steps to challenge discrimination, harassment and victimisation and allocate resources to promote social justice, equality of opportunity and community cohesion. (HL17)
47. Comments such as those set out at paragraphs are unlikely to promote community cohesion and are contrary to the Council's stated belief that 'a diverse community is a positive asset to the city'.
48. Failure to abide by the Council's expectations of Members is a breach of paragraph 3h of the code.
49. I accept that Councillor Williams does treat people with respect when he meets them. I also note the messages of support that Councillor Williams received directly, were posted on the Coventry Telegraph website in response to the articles and on the letters page. I also accept Councillor Williams was reiterating views he had heard expressed on the doorstep by residents.
50. However, equality is not just about how you treat people when you meet with them. Despite the supportive messages Councillor Williams has received, I consider that the manner in which he expressed people's concerns regarding immigration and community cohesion was inappropriate and therefore disrespectful to some parts of the community.

51. The content of Councillor Williams' apologies on Twitter and addressed to the Lord Mayor and his resignation from the Conservative Party suggest an acknowledgment on Councillor Williams' part that his comments were inappropriate. In my view, if the comments are not appropriate to be made in public, they should not be made in private.
52. During the interview on BBC Coventry & Warwickshire Radio and his interview with me, Councillor Williams again sought to distinguish between the comments as "banter" in a private conversation and how he would express himself in the Council Chamber. This also suggests to me an acknowledgement on his part that the content of the WhatsApp conversation was inappropriate. By responding to the journalist in the manner he did was also inappropriate. Councillor Williams himself admits that the comments as reported "make him look like an awful racist". He also admitted to me and in his speech to full Council on 3 August 2016 that he was speaking in ignorance.
53. I do not consider Councillor Williams breached the Code of Conduct in relation to his comment about Turkey. He did not repeat this to the press but his response in relation to it adds to my conclusion that Councillor Williams was aware that his comments were inappropriate.
54. In relation to the comment about Enoch Powell, Councillor Williams is entitled to consider him as a personal hero and to agree with his views. Therefore, I do not consider this comment to amount to a breach of the Code.
55. As a consequence of the breaches of paragraphs 3h and 3j, I conclude that there was also a breach of paragraph 3k in that Councillor Williams failed to act in accordance with the principles of the Code (to the extent set out above) when seeking to champion the interests of the residents whose views he was seeking to represent.
56. Having established these breaches of the Code it is necessary for me to consider whether such findings amount to a disproportionate interference with Councillor Williams' right of freedom of expression under Article 10 of the European Convention on Human Rights.
57. Members need to feel free to speak openly and passionately on issues of local and national importance. Whilst this right is not unfettered, any restriction on it must be considered very carefully.
58. The fundamental right to freedom of expression is crucially important in a democratic society and may only be interfered with where there are convincing and compelling reasons justifying that interference. If the comments amount to political expression then enhanced protection will apply.

59. The correct approach to considering the issue of freedom of expression in the Council of a complaint of failure to comply with the code was considered by the Administrative Court in the case of a *Patrick Heesom v The Public Services Ombudsman for Wales and the Welsh Ministers (2014) EWCH 1504 (Admin)* (“the Heesom case”). This case related to the Member conduct regime in Wales which is different from that in England. However, the analysis of the Court of the approach to dealing with Article 10 applies equally to the regime in England.
60. The Court confirmed that the correct approach to adopt is to assess the issue in three stages:
- i) leaving aside Article 10 and any similar common law considerations, was there a failure to comply with the Code of Conduct?
 - ii) if so, would such a finding on the face of it amount to a breach of Article 10?
 - iii) was the restriction involved in the finding justified as “necessary in a democratic” society.
61. In relation to the first stage I have already stated that I consider the comments set out in paragraphs 24 iii, iv, v and vi to amount to a failure to comply with the code.
62. In relation to the second stage, I have considered whether or not concluding that there has been a failure to comply with the Code would impair Councillor Williams’ right to freedom of expression more than is necessary to accomplish the legislative objective of the code.
63. The Heesom case considered that provocative shocking, emotive and irrational expression from politicians, which would be unacceptable in some contexts, would be tolerated in a political setting. Comment, as opposed to the fact, would be tolerated even if untrue, so long as it was fact-based.
64. Councillor Williams explained to me that his comments were based on what people had been telling him on the doorstep. With the exception of the comments in relation to Enoch Powell and about people not trying to change the rules, Councillor Williams did not attempt to obtain any factual basis to support his comments.
65. Councillor Williams explained that he made the comment about people coming to this country and taking over because residents had asked him whether we would have to abide by Sharia Law. Councillor Williams did make enquiries of a colleague who works for a Government Minister as to whether this was true. However, when that colleague said he had not heard anything about it, Councillor Williams’ made no further enquiries as to whether there was a factual basis for the question posed by residents. I therefore conclude that there was no factual basis for this comment. My conclusions on this point are

substantiated by Councillor Williams' admission that he had spoken out of ignorance.

66. In respect of the comments about Enoch Powell, Councillor Williams explained that he had watched documentaries and done a lot of research into Enoch Powell and what he believed. I have already concluded that these comments made to the press do not amount to a breach. It could be argued that Councillor Williams' reference to someone's ability to speak English in the context of these comments during his interview with me, makes the debate on immigration about more than the number of immigrants. However, on the basis of Councillor Williams research into Enoch Powell. I conclude that there was factual basis for these comments. Therefore, a finding of a breach of the code would be a disproportionate interference with Councillor Williams' Article 10 Rights.
67. Accordingly, I have excluded the comments about Enoch Powell from my consideration as to whether the restrictions on Councillor Williams' Article 10 Rights as a result of my findings of a breach are "justified as necessary in a democratic society".
68. It is important that elected members are able to comment on issues of local concern. This is particularly important when the comments relate to an issue of significant public interest as was the case here.
69. However, I consider that in this case the restrictions on Councillor Williams' Article 10 Rights in the instances where I have concluded there has been a breach of the code are necessary and proportionate in a democratic society.
70. Councillor Williams is entitled to represent the views of local residents. Indeed, that is the role of a Councillor. However, I consider he could have done so in a more measured and informed manner. The distinction that Councillor Williams tried to make between what he would say in private and what he would say in public suggests an acceptance on his part that he should have not said what he did or at least not in the manner in which he did.
71. Councillor Williams acknowledges that in a cultural city such as Coventry, he can understand why people would find his comments offensive.
72. The issue of immigration is of significant public interest and it is right that all views are represented. However, in representing these views politicians should ensure that there is a factual basis for what they are saying. They must also ensure that their comments do not undermine community cohesion and add to divisions between communities.
73. My conclusion on this on this point is substantiated by the admission from Councillor Williams that he was speaking from ignorance and naivety and his

subsequent efforts to learn about the different cultures and communities within Coventry.

74. The extent of Councillor Williams' apologies on Twitter and to the Lord Mayor also lead me to the conclusion that interference with his Article 10 Rights in these circumstances is necessary and proportionate.

Finding

75. My findings are that in respect of the comments set out at paragraphs 24 iii, iv, and v, Councillor Williams has failed to comply with the Council's Member Code of Conduct.
76. In respect of the comments about Enoch Powell (para 24 vi) and Turkey (para 24 vii), I find that there has been no failure to comply with the code.

Helen Lynch
Acting Monitoring Officer
28 October 2016

Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 1

PART 4A: CODE OF CONDUCT FOR ELECTED AND CO-OPTED MEMBERS
COVENTRY CITY COUNCIL

I being a duly elected Councillor/Co-opted Member for Coventry City Council hereby declare that I will undertake my duties as follows:

1. I will represent the community and work constructively with our staff and partner organisations to secure better social, economic and environmental outcomes for all.
2. **As a holder of public office** and as required by law I will behave in a manner that is consistent with the following principles to achieve best value for our residents and maintain public confidence in the Council:
 - a. **Selflessness:** I will act solely in terms of the public interest. I will not act in such a way as to gain financial or other material benefits for myself, my family, or my friends.
 - b. **Integrity:** I will not place myself under any financial or other obligation to outside individuals or organisations that might seek to influence me in the performance of my official duties.
 - c. **Objectivity:** I will make choices on merit, in carrying out public business, including when making public appointments, awarding contracts, or recommending individuals for rewards and benefits.
 - d. **Accountability:** I am accountable for my decisions and actions to the public and must submit myself to whatever scrutiny is appropriate to my office.
 - e. **Openness:** I will be as open as possible about all the decisions and actions I take. I will give reasons for my decisions and restrict information only when the wider public interest or the law clearly demands.
 - f. **Honesty:** I will declare any private interests relating to my public duties and take steps to resolve any conflicts arising in a way that protects the public interests.
 - g. **Leadership:** I will promote and support these principles by leadership and example.
3. As a Member of Coventry City Council I will act in accordance with the principles in paragraph 2 and, in particular, I will
 - (a) Champion the needs of residents - the whole community and all my constituents, including those who did not vote for me - and put the public interest first.

- (b) Deal with representations or enquiries from residents, members of our communities and visitors fairly, appropriately and impartially.
- (c) Not allow other pressures, including the financial interests of myself or others connected to me, to deter me from pursuing constituents' casework, the interests of the City of Coventry or the good governance of the Council in a proper manner.
- (d) Exercise independent judgement and not compromise my position by placing myself under obligations to outside individuals or organisations who might seek to influence the way I perform my duties as a Member/Co-opted Member of this Authority.
- (e) Listen to the interests of all parties, including relevant advice from statutory and other professional officers, take all relevant information into consideration, remain objective and make decisions on merit.
- (f) Be accountable for my decisions and cooperate when scrutinised internally and externally, including by local residents.
- (g) Contribute to making the City Council's decision-making processes as open and transparent as possible to ensure residents understand the reasoning behind those decisions and are informed when holding me and other Members to account but restricting access to information when the wider public interest or the law requires it.
- (h) Behave in accordance with all my legal obligations, alongside any requirements contained within the Council's policies, protocols and procedures, including on the use of the Council's resources.
- (i) Value my colleagues and staff and engage with them in an appropriate manner and one that underpins the mutual respect between us that is essential to good local government.
- (j) Always treat people with respect, including the organisations and public I engage with and those I work alongside.
- (k) Provide leadership through behaving in accordance with these principles when championing the interests of the community with other organisations as well as within this Council.
- (l) Not disclose information given to me in confidence by anyone or information acquired by me, which I believe, or ought reasonably to be aware, is of a confidential nature, without express authority and/or unless the law requires it.

4. **Gifts and Hospitality**

- 4.1 I will, within 28 days of receipt, notify the Monitoring Officer in writing of any gift, benefit or hospitality with a value in excess of £25 which I have accepted as a member from any person or body other than the authority.

4.2 I acknowledge that the Monitoring Officer will place my notification on a public register of gifts and hospitality.

4.3 I am aware that this duty to notify the Monitoring Officer does not apply where the gift, benefit or hospitality comes within any description approved by the Council for this purpose.

5. Register of Interests

5.1 I will:

(a) register and, where appropriate, disclose those disclosable pecuniary interests that I am obliged to declare under the Localism Act and associated regulations; and

(b) register details of my membership of any organisation or body whose rules or requirements of membership could be regarded as suggesting a degree of loyalty to that organisation or body. I acknowledge that this could arise by reason of an organisation having an obligation of secrecy about its rules, its membership or conduct and/or a commitment of allegiance or support to that organisation or body. I understand that such organisations or bodies may or may not be charitable concerns and they may also have a local, regional, national or international aspect; and

(c) register details of my membership of any trade union within the meaning of Section 1 of the Trade Union and Labour Relations (Consolidation) Act 1992.

5.2 I will do this by completing, signing and submitting the prescribed form to the Monitoring Officer at Coventry City Council. I will keep the register updated and acknowledge that its contents will be published on the Council's website and will be open to the public to inspect.

6. Disclosable Pecuniary Interests Entered on the Register

6.1 I understand that if I am present at a meeting of the Council and

(a) I am aware that I have a disclosable pecuniary interest under paragraph 5.1(a) above in any matter to be considered or being considered at the meeting; and

(b) the interest is entered in the Council's register

I may not participate in any discussion or further discussion of an item of business or in any vote or further vote taken on that item which affects or relates to the subject matter in which I have such an interest; and I will leave the room where the meeting is held while any discussion or voting takes place.

7. Disclosable Pecuniary Interests NOT Entered on the Register

7.1 I understand that if I am present at a meeting of the Council and

(a) I am aware that I have a disclosable pecuniary interest under paragraph 5.1(a) above in any matter to be considered or being considered at the meeting; **and**

(b) the interest is not entered in the Council's register,

I must disclose the interest to the meeting. Furthermore, I may not participate or further participate in any discussion of the matter at the meeting or participate in any vote or further vote taken on the matter at the meeting and I will leave the room where the meeting is held while any discussion or voting takes place.

7.2 I also understand that if an interest referred to in 7.1 above is not entered on the Council's register and is not the subject of a pending registration, I must notify the Council's Monitoring Officer of the interest within 28 days of the date of the disclosure.

7.3 If I am a member who has the power to discharge a council function acting alone, I understand that if I am aware that I have a disclosable pecuniary interest in any matter to be dealt with or being dealt with by me in the course of discharging that function:

(a) I may not take any steps, or any further steps, in relation to the matter (except for the purpose of enabling the matter to be dealt with otherwise than by me); **and**

(b) If the interest is not entered on the Council's register and is not the subject of a pending registration, I must notify the Council's Monitoring Officer of the interest within 28 days of becoming aware of the interest.

8. Other Relevant Interests

8.1 I understand that I have an Other Relevant Interest (which is not a disclosable pecuniary interest) in any matter to be considered or being considered at the meeting) where:

(a) a decision in relation to that matter might reasonably be regarded as affecting the well-being or financial standing of me or a member of my family or a person with whom I have a close association, or an organisation or body under paragraph 5.1(b) or 5.1(c) above, to a greater extent than it would affect the majority of the Council Tax payers, ratepayers or inhabitants of the ward or electoral area for which I have been elected or otherwise of the authority's administrative area; **and**

(b) the interest is one that a member of the public with knowledge of the relevant facts would reasonably regard as so significant that it is likely to prejudice my judgement of the public interest.

8.2 I acknowledge that if I have an Other Relevant Interest as described in 8.1. above,—

(a) I will make a verbal declaration of the existence and nature of that interest at or before the consideration of the item of business or as soon as the interest becomes apparent; **and**

(b) I will not participate in any discussion or further discussion of an item of business or in any vote or further vote taken on that item which affects or relates to the subject matter in which I have an Other Relevant Interest at any meeting at which I am present and I will leave the room where the meeting is held while any discussion or voting takes place.

Signed:.....

Full name:

Date:

Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 2

Complaints Protocol

1. Introduction and Background

- 1.1 This Complaints Protocol has been developed and adopted by Coventry City Council to deal with complaints that an elected or co-opted member of the City Council or an elected or co-opted member of Allesley Parish Council or Keresley Parish Council has failed to comply with the Code of Conduct for their authority.
- 1.2 Under Section 28(6) and (7) of the Localism Act 2011, the Council must have in place "arrangements" under which allegations that an elected or co-opted member of the authority, or of a parish council within the authority's area, has failed to comply with that authority's Code of Conduct can be investigated and decisions made on such allegations.
- 1.3 Such arrangements must provide for the authority to appoint at least one Independent Person, whose views must be sought by the authority before it takes a decision on an allegation which it has decided shall be investigated, and whose views can be sought by the authority at any other stage, or by an elected or co-opted member against whom an allegation has been made.
- 1.4 Complaints will be dealt with as quickly as possible taking into account the detailed requirements of this Complaints Protocol.
- 1.5 In this Protocol the words and phrases used have the following meanings:

"Complainant"	Means the person who makes the complaint that a member has failed to comply with the Code of Conduct
"Code of Conduct "	means the Code of Conduct of either Coventry City Council or a Parish Council, as the context allows.
"the Council"	means Coventry City Council
"Ethics Committee"	means the Ethics Committee of Coventry City Council
"IO"	means an Investigating Officer appointed by the Monitoring Officer to investigate an alleged breach of the Code of Conduct
"IP"	means an Independent Person appointed by the Council under Section 28(7) of the Localism Act 2011.
"Malicious"	means motivated by spite or ill will

"member"	includes a co-opted member as well as an elected member.
"MO"	means the Monitoring Officer of Coventry City Council.
"Parish Council"	means Allesley Parish Council and/or Keresley Parish Council.
"Politically Motivated"	means calculated to cause political embarrassment and injury to reputation of the party concerned
"Subject Member"	means the elected or co-opted member against whom an allegation has been made that the Code of Conduct has been breached
"Unreasonable"	means brought without any firm factual basis, for underhand motive, duplicating an earlier complaint (whether or not that complaint was determined), containing abuse or inappropriate content, being wholly or partly irrational or immoderate

2. Initial Filter by Monitoring Officer

- 2.1 When the MO receives a complaint alleging that a member has breached the Code of Conduct, they will first check the complaint to see if it identifies any potential criminal offence under Section 34 of the Localism Act 2011. If so, the MO will refer the matter as a first step, to the police and will not take any action on the complaint without prior discussion with the police.
- 2.2 If a complaint is received by the MO which contains both the above and an allegation which, whilst not identifying any potential criminal offence under Section 34 of the Localism Act 2011, is still potentially a breach of the Code of Conduct, the MO will not take any action on the complaint as a whole, without prior discussion with the police.
- 2.3 In the event the initial test is met, the complaint will be reviewed under Stage 1 of the Complaints Protocol.
- 2.4 The MO will acknowledge receipt of the complaint within 5 working days.
- 2.5 The Subject Member will be informed of the complaint when the MO determines it appropriate but without causing prejudice to the Subject Member.

3 Stage 1: Determining how the Complaint should be dealt with

3.1 Stage 1 of the Protocol is a review to decide how the complaint should be dealt with. Such a review will be undertaken by the MO and Chief Executive of the Council (or their respective nominees) as appropriate in consultation with the Group Leader of the Subject Member's party (if the complaint relates to a Council member and the Subject Member belongs to a political group), the Parish Clerk (if the complaint relates to a Parish Council member) and the IP where appropriate.

3.2 The options for dealing with a complaint are:-

- (i) referring the matter to an internal/external IO for investigation;
- (ii) taking no further action on the complaint; or
- (iii) resolving the matter by informal resolution; or
- (iv) any other way deemed appropriate

3.3 The factors to be taken into account when determining how to deal with a complaint may include (but are not limited to):-

- (i) Whether the complaint relates to an existing member of the Council or Parish Council;
- (ii) Whether the member was in office at the time and bound by the Code of Conduct at the time;
- (iii) Whether the member was acting in his or her official capacity;
- (iv) Whether the complaint is considered serious or significant in substance
- (v) Whether the complaint would be in the public interest to pursue
- (vi) Whether the complaint is vexatious, malicious, Politically Motivated or inappropriate;
- (vii) Whether the complaint is substantially similar to a complaint already made to Standards for England, the Ethics Committee (or its predecessor the Standards Committee) or any other regulatory authority;
- (viii) Whether the complaint is unreasonable;

- (ix) Whether the complaint is about something that happened so long ago that those involved are unlikely to remember it clearly enough to provide credible evidence, or where the lapse of time means there would be little benefit or point in taking action now;
- (x) Whether the allegation discloses a potential breach of the Code of Conduct, but the complaint is not serious enough to merit any action and:-
 - (a) the resources needed to investigate and determine the complaint are wholly disproportionate to the allegation(s); or
 - (b) whether, in all the circumstances, there is no overriding public benefit in carrying out an investigation;
- (xi) Whether the complaint suggests that there is a wider problem throughout the authority;
- (xii) Whether it is apparent that the complaint arises from the Subject Member's relative inexperience as a member,
- (xiii) Where the Subject Member has admitted making an error;
- (xiv) Whether training or conciliation would be the appropriate response;
- (xv) Whether or not the member has been the subject of previous complaints that have been upheld

3.4 After consideration of the above factors, and any others the MO and/or the Chief Executive considers reasonable, the complaint will move to Stage 2.

4 Stage 2: Outcomes and Investigations

- 4.1 If following consultation the MO decides that no further action is to be taken, then the MO will write to the Subject Member and the complainant setting out the reasons for the decision.
- 4.2 If following consultation the MO decides that the matter should be resolved by informal methods then one or more of the methods set out in the Alternative Resolution Procedure will be followed. This can be found at **Appendix 1** to this Protocol.

- 4.3 If following consultation the MO decides that the complaint should be investigated, then an IO will be appointed by the MO to conduct the investigation. The IO will deliver a written report to the MO and will appear at any future Hearings Panel if required. **N.B. Only those complaints that are considered serious or significant will be investigated.**
- 4.4 When the IO's report is received, it will be considered by the MO in consultation with the Chief Executive and IP as appropriate. The report will then be finalised by the MO and referred to the Ethics Committee (see Stage 3 below)

5. Stage 3 : The Ethics Committee and Sanctions

- 5.1 The Ethics Committee will conduct a local hearing before deciding whether the member has failed to comply with the Code of Conduct and, if so, whether to take any action in respect of the member.
- 5.2 The Council has agreed a procedure for local hearings, which is attached as **Appendix 2** to this Protocol. The hearing will be conducted in accordance with that procedure.
- 5.3 If the Ethics Committee concludes that the Subject Member did not fail to comply with the Code of Conduct, it will dismiss the complaint. If the Ethics Committee concludes that the Subject Member did fail to comply with the Code of Conduct, the Committee will then consider what action, if any, it should take as a result of the Subject Member's failure. In doing this, the Ethics Committee will consider and take into account the views of the IP before coming to a decision.
- 5.4 In the case of a complaint against a Parish Council member, the Committee can only recommend to the Parish Council what action it should take in respect of a breach from the list of possible sanctions set out in paragraph 5(5) below.
- 5.5 In the case of complaints against Council members, the Council has delegated to the Ethics Committee such of its powers to take action in respect of individual members as may be necessary to promote and maintain high standards of conduct. Accordingly the Ethics Committee may—
- (i) Decide to take no action;
 - (ii) Publish its findings in respect of the member's conduct;
 - (iii) Send a formal letter of censure to the member;
 - (iv) Report its findings to the Council either for information [or to recommend censure of the member;

 - (v) Recommend to the member's Group Leader that the member be removed from any or all Committees or Sub-Committees of

- the Council.
- (vi) Recommend to the Leader of the Council that the member be removed from the Cabinet, or removed from particular portfolio responsibilities;
- (vii) Recommend the MO to arrange training for the member;

5.6 Any recommendation made under (v) to (vii) above will require the cooperation of all parties.

5.7 Where a Subject Member does not accept a sanction which has been imposed upon him/her by the Ethics Committee, the MO shall submit a report to full Council which will then consider what action, if any, it should take as a result of the Subject Member's failure.

6 General Provisions

The Monitoring Officer will have the discretion to manage the complaints process in a reasonable and flexible way. This may require the MO to deviate from the agreed process or requirements where the circumstances of a particular case warrant it.

Alternative Resolution Procedure of a Member Complaint

1. Purpose of an Informal Resolution

The aim of an informal resolution is to ensure that the balance between the interests of the Complainant and the rights of the Subject Member are correctly addressed, in a situation where the MO at Stage 1 of the Complaints Protocol has decided this is the manner in which the complaint should be dealt with. It recognises the need for both parties involved to be brought to the table and to have the opportunity to have their point of view considered by the other party.

2. Consequences of an Informal Resolution

- (1) If having been submitted, a complaint is referred by the MO at Stage 1 of the Complaints Protocol for an informal resolution, it shall be a binding decision for both parties, and at its conclusion, will result in the closure of the complaint.
- (2) The Council recognises that it has no power to force the parties to submit to an informal resolution, but action may be taken by the Subject Member's Political Group (where applicable) if the Subject Member does not engage with the process.
- (3) Informal resolution is intended to be a flexible, conciliatory process, which can be adapted to be suitable for the particular circumstances of the complaint.

3. Examples of Informal Resolution

Examples of informal resolution are as follows, but these are purely for guidance and are not an exhaustive list of options:-

- (i) Specialist training on the Code of Conduct or other parts of the Constitution as may be deemed necessary by the MO
- (ii) Mediation by the MO between the parties, either by face to face meeting or in the form of one to one meetings
- (iii) Mediation by the Independent Person or Chair of Ethics Committee, with the assistance of the MO
- (iv) Mediation by the Political Group Leaders, with the assistance of the MO
- (v) Delivery of personal apologies, either in writing or verbally, in private or in public
- (vi) Relinquishing of a role on a voluntary basis for a period of time

4. Factors to be taken into Account when considering whether Informal Resolution is Appropriate

Informal resolution may be especially suitable where, in the opinion of the MO, the complaint has arisen out of a set of circumstances where it is likely that-

- (i) the parties may reach an amicable agreement if direction is given; or
- (ii) the complaint was the result of a simple confusion or misunderstanding of the principles or rules governing the Code of Conduct either by the Subject Member or the Complainant; or
- (iii) where there is another non-complex explanation for the alleged misconduct; or
- (iv) either or both of the parties would be satisfied if an explanation and apology were offered and delivered; or
- (v) where it is apparent that the complaint arises from the Subject Member's relative inexperience as a member; or
- (vi) where the Subject Member has admitted the alleged misconduct and expressed a willingness to engage in specialist training or other conciliation with the complainant.; or
- (vii) where both the Complainant and the Subject Member are members of the Council and need to continue an effective working relationship for the benefit of their constituents; or
- (viii) where the Complainant is an officer of the Council and there is therefore a necessity to continue an effective working relationship

5. Monitoring Officer's Discretion

- (1) The MO will have absolute discretion over the proposed informal resolution, and may at any stage bring the process to a close if the resolution is not achieving the expected result. In these circumstances the MO will refer the matter back to Stage 1 of the Complaints Protocol and a decision will be made as to whether the complaint should instead proceed to an investigation, take different action or whether no further action should be taken.
- (2) The MO will liaise with the Chair of the Ethics Committee to determine administration and process for the informal resolution as required.
- (3) Informal resolution will take place in private, but the outcome when achieved, will be reported to the Ethics Committee where appropriate.

Ethics Committee Hearings Procedures

1. Introduction and General Notes

- (1) The aim of the Ethics Committee Hearings Procedures is to ensure that complaints against members are dealt with fairly and efficiently for both the Complainant and the Subject Member.
- (2) All hearings before the Ethics Committee will be in public, unless the MO advises the Committee it must retire to consider an item in private.
- (3) Given the relative informality of proceedings, it is not envisaged that legal representatives will be required, and it should be regarded as the exception. The Chair of the Ethics Committee will have the discretion to allow legal representatives to take part in the proceedings.
- (4) All decisions of the Ethics Committee are binding, and there are no rights of appeal through the Council process.
- (5) A hearing before the Ethics Committee will only be convened where an Investigating Officer's report has been delivered to the parties and either the Complainant or Subject Member do not accept the IO's recommendations.
- (6) If the Ethics Committee concludes that the member did fail to comply with the Code of Conduct, the Committee will then consider what action, if any, it should take as a result of the member's failure. In doing this, the Ethics Committee will consult the IP before coming to a decision. In the case of a complaint against a Parish Council member, the Committee can only recommend to the Parish Council what action it should take in respect of a breach from the list of possible sanctions set out in paragraph 5(5) below.
- (7) The decision will then be communicated in writing to both parties and published on the council's website or elsewhere where the Committee considers it appropriate.
- (8) If the IO finds that no breach has occurred, and both parties accept this, no further action will be taken.

2. Purpose of Pre Hearings Procedure

(1) In order for the Ethics Committee to be effective, the parties must follow the Pre Hearings procedure. The procedure is intended to encourage: -

- The early identification of what is agreed and not agreed by the parties
- The parts of the IO report which are in dispute and which may therefore require the attendance of the IO and any witnesses he has utilised in drawing up his report
- A speedy and efficient disposal of the complaint on the day of the hearing
- The overriding objective of ensuring complaints are dealt with fairly, expeditiously and with due regard to the costs involved

(2) The following procedures have been agreed as a guide for the fair disposal of a complaint, following an investigation. They are intended to assist all parties in understanding the process and preparing for the Ethics Committee. The MO, in consultation with the Chair of the Committee may alter these procedures for a single complaint, either at the start of or during the Pre Hearing Procedure or during the Ethics Committee itself.

3. Pre Hearings Procedure

(1) The MO will circulate the final version of the IO's report to the Complainant and the Subject Member.

(2) Each party must produce a Response to the IO's report and deliver a copy to the MO and each other. The response must: -

- Identify any areas of disagreement by reference to the paragraph number
- State what it is the party says the correct case should be instead of what the IO says
- Attach any evidence the party wishes the Ethics Committee to take into account when determining the case
- State whether or not the party wishes to attend the Ethics Committee together with reasons why this is necessary
- Attach a copy of the submissions the party wishes to make to the Ethics Committee

(3) The MO must receive the above document within 21 days of the final version of the IO's report having been sent out to all the parties. Only in exceptional circumstances will any late documentation be considered as determined appropriate by the Chair of the Committee or the Ethics Committee as appropriate in consultation with the MO and/or IP as appropriate.

- (4) If either or both parties submits a Response, and there are areas of disagreement which in the view of the MO merit a Ethics Committee meeting, then the MO will arrange for the Committee to meet.
- (5) Only those matters referred to in the Response will be considered by the Ethics Committee, save in exceptional circumstances. It is vital that each party states their areas of disagreement and sets out their case, **as the matter will only proceed to an Ethics Committee where there are real areas of dispute. It will be exceptional for the Ethics Committee to allow a party to raise a new issue which they have not already referred to in their Response.**
- (6) Once the MO has received the Response from both parties, a case summary and a chronology will be prepared for the benefit of the Ethics Committee if the MO considers this would be helpful.
- (7) The MO will also request a response in writing from the Independent Person, to the IO's report, which will be added to the documents for the Ethics Committee (see below)

4. Timetable

- (1) The Ethics Committee will be convened to consider the complaint within 2 months of the IO's final report being delivered to the parties in accordance with paragraph 3(1) above.
- (2) The Ethics Committee will have a Hearings Bundle, which will contain: -
 - The Investigating Officer's report
 - The response of the complainant
 - The response of the elected member
 - The MO's case summary and a Chronology (if the facts are complicated)
 - The views of the Independent Person
- (3) The Hearings Bundle will be delivered to the members of the Committee when the agenda for the meeting is published.
- (4) The Chair of the Committee may, on receipt of the documents, set out a draft agenda for the day's events and circulate this to all parties.
- (5) All documents will be published subject to the requirements of Freedom of Information and Data Protection.

5. Procedure at the meeting of the Ethics Committee

- (1) The procedure for the day will be in the discretion of the Chair, and may be adapted either before the day, from the agenda sent out, or on the day itself.
- (2) Oral evidence at the hearing will not generally be allowed. The Chair of the Ethics Committee will have the discretion to allow oral evidence.
- (3) Where either the Complainant or Subject Member is not present at the hearing, the Ethics Committee will have the option to continue to consider and make a decision on the complaint where they have all the necessary information needed or adjourn to a further date.
- (4) The Committee will review the Hearings Bundle and may adopt the following procedure: -
 - Preliminary matters such as declarations of interest, quorum, public nature of proceeding etc
 - Introduction of the IO's report by the IO or MO and statement of areas of dispute (if any)
 - Consideration of Complainant's submissions any witnesses/evidence allowed
 - Consideration of Subject Member's submissions and any witnesses/ evidence allowed
 - Consideration of the views of the Independent Person
 - Advice from the MO on any legal issues raised
 - Consideration of whether or not the disputed areas of the report are accepted by the Ethics Committee or not
 - Determination of breach of Code or not
- (5) In the event the Ethics Committee considers a breach has occurred, it may adjourn to consider what action it should take from the list of possible sanctions set out in paragraph 5(5) of the Complaints Protocol.
- (6) It may review any documents sent in by the Subject Member, or hear from the Subject Member on a case of 'mitigation' if it considers appropriate.
- (7) It may adjourn to require the Subject Member's attendance, if it considers it would be just to do so in advance of any censure/ sanction.
- (8) In the case of a complaint against a Parish Council member, the Committee can only recommend to the Parish Council what action it should take in respect of a breach from the list of possible sanctions set out in paragraph 5(5) below.
- (9) In the event the Ethics Committee determines there has not been a breach of the Code, then it shall announce the decision accordingly and direct

that the MO will inform both the Complainant and the Subject Member as soon as possible after the meeting.

- (10) In both cases of breach and non breach, the MO will send out a note of the decision (called the Full Decision), and the reasons for it, within 14 days of the determination, The Full Decisions must be agreed with the Chair, prior to dispatch to the parties. The Full Decision will also be published on the authority's website, on the same date that it is dispatched to the parties.
- (11) In exceptional circumstances the Ethics Committee may adjourn the hearing to later the same day or a future date.

Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 3

Tory councillor apologises for immigration rant in which he said "Enoch Powell was right"

13:17, 14 JUL 2016

UPDATED 19:42, 14 JUL 2016

BY [SIMON GILBERT](#)

Coun Glenn Williams says he stands by comments such as "I don't believe in multi-culturalism" and non-English speakers should "go home"



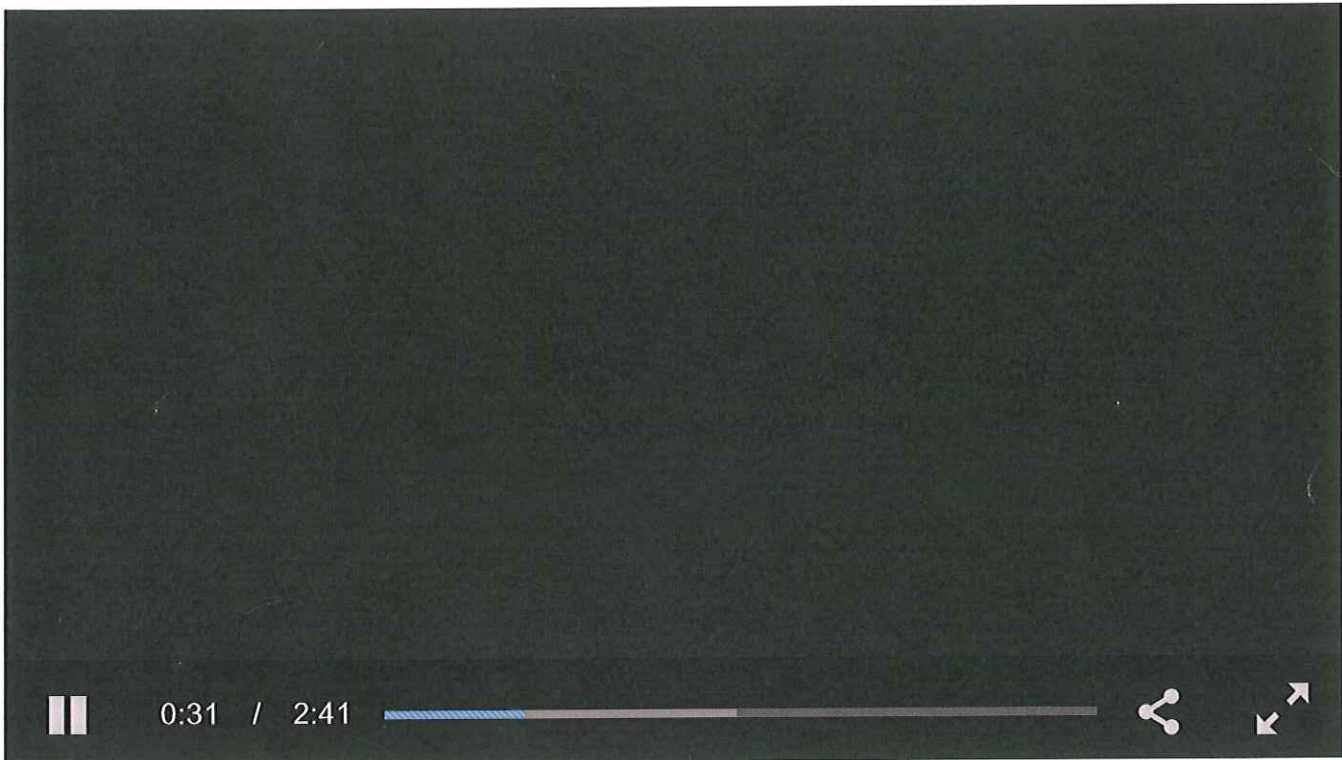
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A Coventry councillor has apologised after telling a fellow [Conservative Party](#) member that he "didn't believe in multi-culturalism" and that "Enoch Powell was right".

Coun Glenn Williams also suggested the country would be "overrun with kebab shops" if Turkey joined the [EU](#) as he took part in a Whatsapp conversation.

Listen to Coun Glenn Williams speak about free speech in the video above

He added that non-English speaking immigrants were "taking over" the country and should "go home" before making the reference to Enoch Powell's infamous views on immigration and [discrimination laws](#) from the 1960s.

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► **Tory councillor should resign after immigration rant says Coventry council leader**

But despite writing to the party member to say sorry following a complaint to Coventry Conservatives Association, Coun Williams has told the Telegraph he stands by everything he wrote in the Whatsapp conversation and that it was 'banter'.

Coun Williams, who campaigned for Vote Leave in the European Union referendum, suggested it had only been leaked in a bid to "smear" Leave campaigners.



Glenn Williams, Conservative councillor on Coventry City Council

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► **Brexit campaigners have 'fuelled racism' says senior Coventry councillor**

The Telegraph understands no further action was taken by the party as they decided the councillor for Bablake was not acting in an official capacity when he wrote the messages.

Coun Williams told the Telegraph: "I stand by anything I say and I can defend myself on anything I say.

"What I apologised for was if he found anything offensive... I don't have anything against you, that's what I said.

“That’s not the same as saying I’m sorry for my views. You should not be sorry for your views.”

Coun Williams took part in a debate on racism at a meeting of the full council this week where he insisted immigration had not been a major driver behind the local campaign to leave the EU.



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But in the Whatsapp conversation, which took place on May 22 - just days after Coun Williams’ election to [Coventry City Council](#) , he replied “YES!!!!!!” when asked if immigration was so bad that the country needed to leave the EU.

He also wrote “If you can’t speak English, go home” suggested immigration was “a drain on our resources and makes British people feel like a minority in our country” and suggested the idea of a white people being outnumbered was “frightening”.

Asked to clarify his position, he said: “The person I was speaking to was very much in the remain camp, I was very much for leave. We had what you call banter between us a number of times.

“I’d seen on Facebook that he was in London and he’d put up a post saying that it’s wonderful that we hear so many languages, no English being spoken, so I made that comment when we had that conversation.

“I thought that was a bit odd that people aren’t speaking English in our own country.”

He added: “To me, you shouldn’t be in a minority in your own country.”



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► **Brexit campaigners accused of ‘xenophobic language’ during debate at Coventry City Council**

Asked about his claims that immigrants are a “drain on resources”, he said: “This is what people are telling us on the doorstep. As an elected representative, I feel I have to reflect their views.

“That’s what I did at the council meeting on May 26 when I made my maiden speech (during a debate on Brexit). After that I was accused of xenophobia, fuelling racialism and yesterday (at full council) I tried to defend our residents and reject what was said.”

Asked about the message which read “I don’t believe in multi-culturalism”, he said: “I believe everyone is an individual and we respect everyone but when you come to our country, you integrate.

“Respect who you are and where you come from, and we can learn a lot of things from their culture... but it’s when people from different cultures come here and then they take over what we’re doing and you can’t be involved, that’s when people on the streets say what’s happening in our country?”

He added: “When you come over you don’t try and change the rules and how English people

behave. That's what I was trying to get across in that conversation."



Enoch Powell, former Conservative MP

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► **Coventry MP's vow as racist abuse 'rises by more than 500 per cent' following EU referendum**

Asked about the views expressed around Enoch Powell, he said: "Enoch Powell is a great hero of mine. I think he was a very intelligent man, a very far-seeing man, a very well respected member of Parliament.

"People said Enoch Powell was a racist, but he wasn't. He made it quite clear what he was saying was nothing to do with race, it is to do quite simply with the numbers in this country.

"We cannot take the numbers that are coming in, that's why he wanted more control over

immigration.”

Asked if he could see the message “if Turkey join (the EU), we’ll be overrun with kebab shops” might be offensive to some people, he said: “That’s what I was saying to someone as banter in private conversation. It’s not something I would go shouting out on the streets. I don’t see why that’s been brought up.”

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numkelfutumch

13 days ago

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Report

And that's what this country has come to. No more free speech, not allowed to

voice your opinion anymore incase some feeble suit and tie takes offence.
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MickyTaking

14 days ago

 4  -8
Report

Can't be right that in a multicultural country, creaking under the strain of uncontrolled immigration, that the people that live here can't have a point of view. Racism is something quite different and far more serious. There were plenty of first and second generation long standing and recent immigrants to this country who voted for Brexit. Are they racist or were they just being pragmatic ?

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Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 4

Tory councillor should resign after immigration rant says Coventry council leader

16:28, 14 JUL 2016

UPDATED 19:42, 14 JUL 2016

BY [SIMON GILBERT](#)

Coun Glenn Williams has praised Enoch Powell as a personal hero and insists he does not believe in multiculturalism



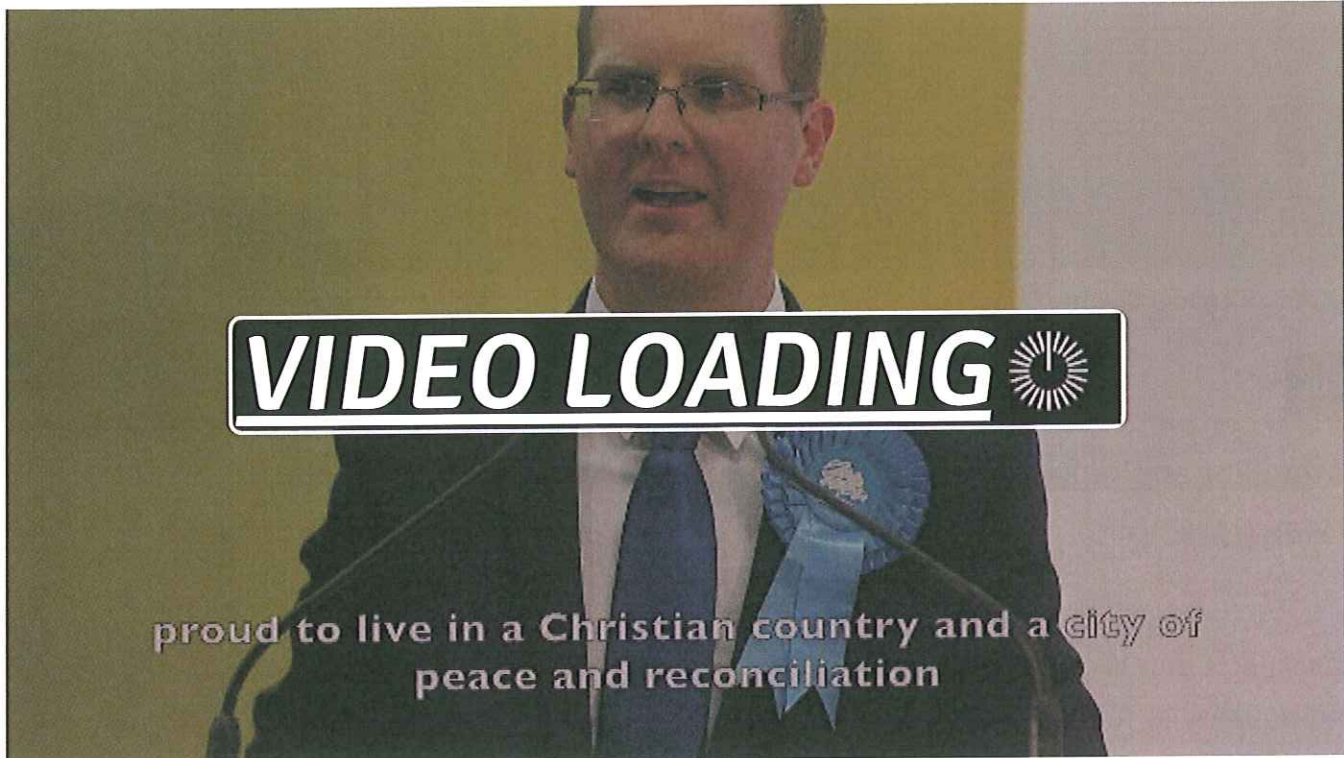
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A [Tory](#) councillor who described Enoch Powell as a personal hero during an immigration rant should resign according to [Coventry City Council's](#) leader.

[Labour](#) Coun [George Duggins](#) said he felt Coun Glenn Williams should resign after publicly standing by messages about immigration sent in a private Whatsapp conversation to a fellow Conservative Party member.

Listen to Coun Glenn Williams speak about free speech in the video above

Coun Williams said "I stand by anything I say and I can defend myself on anything I say" after being challenged by the Telegraph about comments such as "Enoch Powell was right"

and "I don't believe in multiculturalism".

The [Brexit](#) campaigner also told the Telegraph a message which read "if Turkey join (the EU), we'll be overrun with kebab shops" was just "banter" with the recipient who was a Remain voter.



Coventry City Council Leader George Duggins.

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► [Tory councillor apologises for immigration rant in which he said "Enoch Powell was right"](#)

Coun Duggins said: "Coun Williams should resign, particularly in view of the debate we had on racism and equality at full council on Tuesday.

"It's absolutely incredible. There's just no way the Tory party should allow him to stay and I can't see how he can."

Coun Duggins' views were echoed by Coun Abdul Khan, deputy leader with responsibility for equalities, who said: "He should be considering whether it is right for him to continue as a councillor. My view is that he should not continue.

"We'll certainly be speaking to senior Conservatives to put that view across.

"If a member of ours made similar comments, we would most certainly be asking them to leave. You can't make those sort of comments."



Coun Abdul Khan

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He added: “Whether or not those views were expressed in private, they are clearly views that he holds.

“If you reflect on the actual meaning you can not represent a city that is multicultural to the core or, in my view, be a councillor.

“He’s clearly speaking in terms that could aggregate troublemakers in our society. These are not comments a councillor can make and then remain a councillor.

“These thoughts have no place in a multicultural Coventry. You can’t properly represent people in Coventry with those views.”

The leaked conversation came to light after the recipient of the messages launched a formal complaint with Coventry Conservatives Association.

A line was drawn under the issue at the time after Coun Williams wrote a letter of apology and the party ruled he was not acting in his capacity as a councillor when he sent the messages.



Westwood's Coun Tim Mayer

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► **Brexit campaigners have 'fuelled racism' says senior Coventry councillor**

One Conservative colleague on the council has already moved to condemn the views expressed by Coun Williams.

Coun Tim Mayer, who represents Westwood, said on Twitter: "As a newly elected councillor with Jewish and German heritage I completely distance myself from these views."


The Telegraph has contacted the Conservative Party for comment on the views expressed by Coun Williams.

Should Coun Glenn Williams resign?

YES

NO

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Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 5

Immigration rant councillor resigns from Conservative Party as colleagues prepared to decide fate

05:00, 15 JUL 2016

UPDATED 07:44, 15 JUL 2016

BY [SIMON GILBERT](#)

Coventry Tory Glenn Williams described Ench Powell as a "personal hero" and said "I do not believe in multiculturalism"



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An under fire councillor has resigned from the Conservative Party as his colleagues prepared to decide his fate.

Coun Glenn Williams tendered his resignation late last night and it was accepted by the local Conservative leadership.

Conservative Party officers had planned host an emergency meeting today to decide the fate of the councillor who said "I don't believe in multiculturalism" during a rant about immigration.

Page 75

Coun Williams faced calls to resign [from the leader and deputy leader of Coventry council](#)

after publicly standing by messages about immigration sent in a private Whatsapp conversation to a fellow Conservative Party member.

Listen to Coun Glenn Williams speak about free speech in the video above

The councillor for Bablake told the Telegraph this week “I stand by anything I say and I can defend myself on anything I say” after being challenged by the Telegraph about comments such as “Enoch Powell was right” and “if Turkey join (the EU), we’ll be overrun with kebab shops”.

The Brexit campaigner said the comment about Turkey was just “banter” with the recipient who was a Remain voter and went on to describe Enoch Powell as a “personal hero”.

But the Conservative Party locally moved to distance itself from the views of Coun Williams and had planned for a meeting to place this morning to decide if disciplinary action would be taken against Coun Williams.



Glenn Williams, Conservative councillor on Coventry City Council

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- ▶ **Tory councillor should resign after immigration rant says Coventry council leader**

Coun Williams cannot be removed as a councillor by the Tories and it is not yet clear whether he plans to continue to serve on the council.

The meeting today would have involved Conservative leader Coun John Blundell, deputy Tory leader Coun Gary Crookes, chairman of Coventry Conservatives Association Coun Ken Taylor and group secretary Coun Roger Bailey.

Coun Blundell confirmed Coun Williams's resignation from the party this morning.

He said: "Coun Williams has resigned from the Conservative Party with immediate effect and as such will no longer be a member of the Conservative Group."

Speaking ahead of Coun William's resignation, Coun Blundell told the Telegraph: "I am shocked to be honest. I have read what Coun Williams has said.

"We're going to have a meeting to decide what action we're going to take. There could be a range of actions. We're going to have to have an investigation. We could suspend him pending the outcome of that investigation.

"Once we have made a decision we would get it ratified by the Conservative group on the council."



Conservative leader John Blundell

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- ▶ [Tory councillor apologises for immigration rant in which he said "Enoch Powell was right"](#)

“if you can't speak English go home” and branding immigrants a “drain on resources”, Coun Blundell said: “They're certainly not my views or the view of the Conservative group in Coventry.

“We do not accept those views. They are the views of Coun Williams.

“If anyone else in the party in Coventry shares those views, I don't know about it. They're not the collective views of the Conservative group in Coventry.”

The leaked conversation came to light after the recipient of the messages [launched a formal complaint](#) with Coventry Conservatives Association.

A line was drawn under the issue at the time after Coun Williams wrote a letter of apology and the party ruled he was not acting in his capacity as a councillor when he sent the messages.

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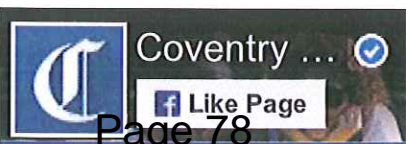
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IftikharAhmad

9 days ago

0 0

Report

GB a sick man of Europe. With out migration from Muslim countries, British society and economy would bleed to death. Thousands of Muslim doctors and nurses are working for NHS and without them NHS would bleed to death. In my opinion, there would be no end to immigration. Fattest in Europe, Most drunk, Least active, Least productive (in work), Shortest stay in maternity wards, 70% of European card debt, Highest teen pregnancy, Worst literacy and math results, Highest domestic abuse, Highest abortion rate, Greatest inequality, Highest rents, UK school leavers 'the worst in Europe for essential skills'. These are the reason that there will never be an end to immigration.

Oxford-based Migration Observatory has published a new briefing on Young Migrants in the UK Labour Market. Migrant children and youth are a substantial share of the UK's future workforce, says the research body. This means that the wellbeing and integration of migrants in the labour market and the outcomes these groups face could prove quite important for the UK.



Spikey

12 days ago

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Report

Where's the multi culture in nice?

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Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 6

Revealed: Leaked immigration conversation which led to Tory councillor's resignation

05:00, 15 JUL 2016

UPDATED 07:49, 15 JUL 2016

BY SIMON GILBERT

Telegraph can reveal the conversation which led to a complaint about Conservative councillor Glenn Williams



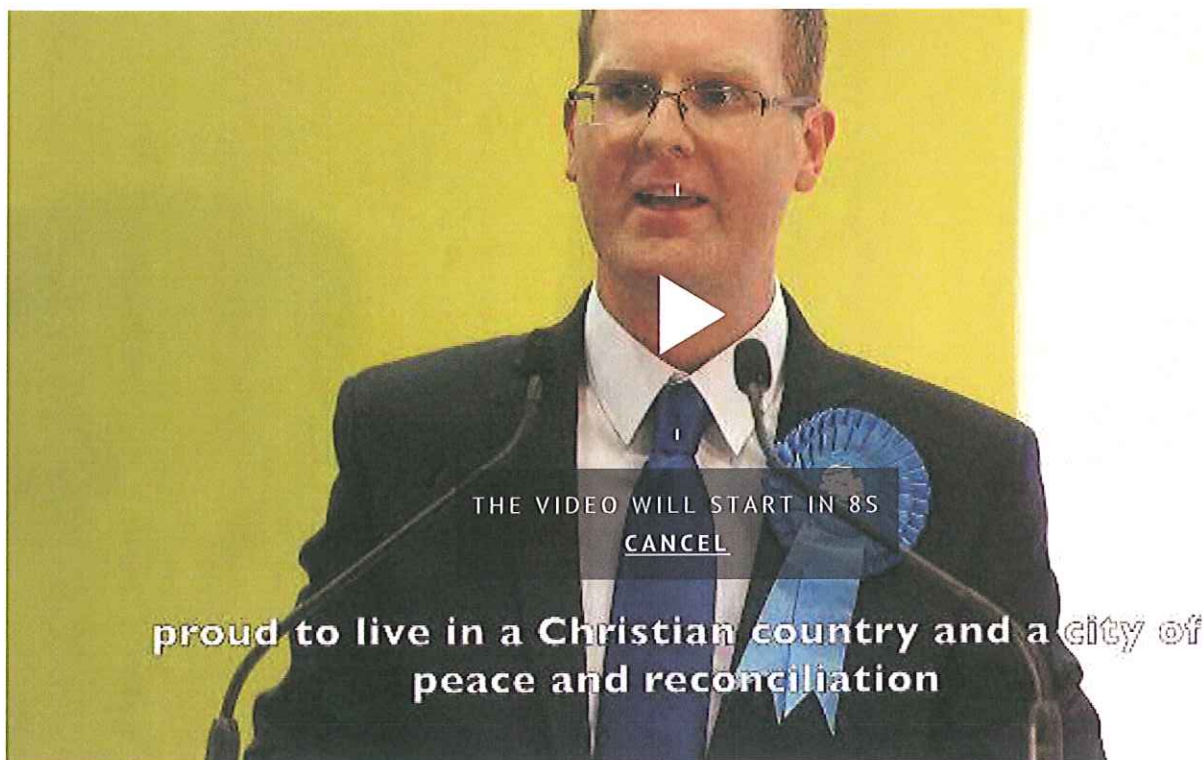
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The Telegraph can exclusively reveal the leaked Whatsapp conversation which has [led a councillor to resign](#).

Coun Glenn Williams came under fire after publicly standing by anti-immigration comments made in the conversation with a fellow Conservative Party member.

In the conversation he said “Enoch Powell was right” and “I don’t believe in multiculturalism” before also claiming if Turkey join (the EU), “we’ll be overrun with kebab shops”.

When challenged over the views by the Telegraph [he described Enoch Powell as a “personal hero”](#) and claimed the comments about Turkey were just “banter” sent as a Brexit campaigner to a Remain supporter.

Listen to Coun Glenn Williams speak about free speech in the video above

The Whatsapp conversation was forwarded to local Conservative Party officials as part of a complaint by the recipient and later leaked to the Telegraph.

We have printed the conversation below - although some parts have been removed to protect the identity of the complainant who we have not been able to contact for permission to print his details.



Glenn Williams, Conservative councillor on Coventry City Council

[READ MORE](#)

► [Immigration rant councillor resigns as colleagues prepared to decide fate](#)

A line was drawn under the complaint at the time after Coun Williams wrote a letter of apology and the party ruled [he was not acting in his capacity as a councillor](#) when he sent the messages.

But he later told the Telegraph “I stand by anything I say and I can defend myself on anything I say” and that he was only sorry that the recipient was offended.

[Party officials were due to meet today](#) to decide Coun Williams fate and the local Tory leader Coun John Blundell has distanced the local party from the views expressed by Coun Williams.

Page 86

Labour Council leader Coun George Duggins and deputy Coun Abdul Khan both insisted

Coun Williams should resign.

Whatsapp conversation between Coun Glenn Williams and another Conservative Party member dated May 22, 2016.

7:41pm Complainant: People are also voting for Trump over the big pond. I still believe in democracy even if it threatens to ruin states.

7:42pm Glenn Williams: The fact that so few people in London speak English is frightening

7:42pm Complainant: Why is it frightening?

7:43pm Glenn Williams: Taking over our country

7:43pm Glenn Williams: If you can't speak English, go home.

7:43pm Complainant: But if they pay their share of tax and are law abiding I don't see a problem

7:44pm Glenn Williams: A lot of people agree with me

7:44pm Glenn Williams: Well with respect, you wouldn't see it as a problem

7:44pm Complainant: Why wouldn't I see it as a problem?

7:45pm Glenn Williams: (removed to protect the identity of the complainant)

7:46pm Complainant: (removed to protect the identity of the complainant)

7:46pm Complainant: (removed to protect the identity of the complainant)

7:46pm Glenn Williams: It's a drain on our resources and makes British people feel like a minority in our country

7:46pm Glenn Williams: (removed to protect the identity of the complainant)

7:47pm Complainant: A lot of people that made Britain so lovely did not speak great English at first

7:48pm Glenn Williams: Well that's alright then, bring 'em all over!

7:49pm Glenn Williams: I don't believe in 'multi-culturalism'

READ MORE

- ▶ **[Tory councillor apologises for immigration rant in which he said "Enoch Powell was right"](#)**

7:52pm Complainant: It's because of multi culturalism we have Sikh temples, Hindu

temples, great community centres, lively celebrations

7:53pm Glenn Williams: Enoch was right

7:54pm Complainant: How was he right??

7:54pm Glenn Williams: Open your eyes! A lot of people agree with me.

7:55pm Glenn Williams: Have you ever been to the London Borough of Newham?

7:56pm Complainant: Yes. And I've been to Luton as well.

7:56pm Glenn Williams: You would have found that you were in a MINORITY as a white person. Don't you find that frightening? !

7:58pm Complainant: No, I don't. Should I??

7:59pm Glenn Williams: (removed to protect the identity of the complainant). I'm sorry but that is fact.

8:02pm Complainant: How do you define English. Is it just Anglo Saxons?

8:03pm Glenn Williams: I don't need to define it. You know if you're English.

8:03pm Complainant: I'm sorry but I find your attitude a bit intimidating

8:04pm Glenn Williams: Well forgive me, i've nothing against you. You are (removed to protect the identity of the complainant) working hard, that is ok.

8:06pm Complainant: Yes but it's not just about me. I know people that don't speak great English and they are trying their hardest to work, be accepted and live a peaceful life over here.

8:07pm Glenn Williams: So long as they abide by our rules and traditions then that is ok.

8:08pm Complainant: What of they have their own traditions that don't conflict with the law?

8:09pm Glenn Williams: Have you heard of the expression 'when in Rome'?

8:11pm Complainant: Yes, I have but things have changed. Even London elected a Muslim mayor.

8:12pm Glenn Williams: THAT IS MY POINT! BECAUSE IT'S FULL OF MUSLIMS!

8:13pm Glenn Williams: If I went to Pakistan or Saudi Arabia and tried to live a western lifestyle, they would chop my head off.

8:14pm Glenn Williams: When they come to Rotherham and sexually abuse underage white girls, people turn a blind eye for fear of being called racist

8:15pm Complainant: Last time I checked rape and paedophilia were illegal in this country

8:16pm Glenn Williams: Exactly. But they got away with it for years.

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▶ **Tory councillor should resign after immigration rant says Coventry council leader**

8:17pm Complainant: It's disgusting to get away with such a horrible act regardless of race, ethnicity or religious confession

8:18pm Glenn Williams: Oh yes I agree.

8:18pm Glenn Williams: You see we agree on one thing.

8:19pm Complainant: So is immigration that bad that we need to exit the EU?

8:20pm Glenn Williams: YES! !!!!

8:20pm Glenn Williams: And if turkey join, we'll be overrun with kebab shops!

8:21pm Glenn Williams: We're having to build on greenbelt to accommodate these people

8:21pm Glenn Williams: Plus we spend 17bn a year in welfare on migrants alone!
!!!!!!!!!!!!!!!!!!!!

8:23pm Complainant: I like kebabs. And I don't think we'll be spending that much especially if a lot of them seek and gain employment

8:23pm Glenn Williams: No, listen dear, we're ALREADY spending that much.

8:24pm Glenn Williams: If they've no skills they can stay in their own god - forsaken country.

8:24pm Complainant: That's mainly due to the Blair and Brown legacies that created a vicious circle of welfare that people can't easily escape from

8:24pm Glenn Williams: True there.

8:25pm Complainant: We need to create more opportunities. Jobs, language courses, better transport

8:25pm Glenn Williams: I worked 7 days a week for 3 years. Do you know how much tax I paid?! Why should I fund a better lifestyle for immigrants?!

8:28pm Complainant: Your tax money should go to job creation and smart infrastructural investment

8:28pm Complainant: I think we agree on that

8:28pm Glenn Williams: Yes but not for foreigners

8:29pm Complainant: Although I find it sensible that Britain has a safety net so you don't end up homeless if your sacked

8:29pm Glenn Williams: But British people should get priority, not foreigners

8:30pm Complainant: Tax credits don't really look at who's British and who's not

8:31pm Glenn Williams: Well they should

8:33pm Complainant: (removed to protect the identity of the complainant)

8:34pm Glenn Williams: If you have made a contribution, maybe we'll allow you something small.

8:34pm Glenn Williams: Or maybe (removed to protect the identity of the complainant) government could give you something?

8:34pm Glenn Williams: Or maybe the EU?

8:36pm Complainant: Yes but I haven't worked in (removed to protect the identity of the complainant).

8:36pm Complainant: (removed to protect the identity of the complainant) will be applying for citizenship. What are your thoughts on that?

8:37pm Glenn Williams: You don't want to know.

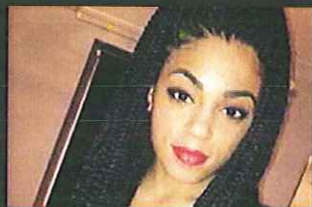
8:42pm Complainant: Uhm, yes I do actually

8:43pm Glenn Williams: My views would be irrelevant

8:43pm Complainant: I guess that's true

8:48pm Glenn Williams: There is a debate on eu referendum at full Council on Thursday 2pm, why not sit in public gallery?

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Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 7

Transcript of interview with Cllr Glenn Williams & BBC CWR 15 July 2016

Trish Adudu	Now a Coventry Councillor has resigned over claims he made comments against immigration during a series of messages to a colleague, it's on the front page of the Coventry Telegraph. They have launched the story it follows a complaint made to the Conservatives Association Group against Glenn Williams, the Councillor for Bablake Ward.
Jo Tidman	Now there's allegations that he said that I don't believe in multiculturalism during a WhatsApp chat on his smart phone as well as describing controversial politician Enoch Powell as a personal hero. It emerges just days after a full City Council Meeting.
Trish Adudu	Yes and that meeting tackled xenophobia and hate crime, they were debated at length. Now Glenn has joined us in the studio to give your side of the story. So Glenn where you are sitting where does it stand with you, what did you say?
Glenn Williams	Well good morning both of you thanks for having me in. Just like to confirm that I did last night after taking advice from a good friend I did resign from the Coventry Conservatives but I am still a Councillor on Bablake Ward and I think it's very important that I say that the people who will decide my fate are the residents of Bablake Ward in 4 years' time. So I'm still an independent Councillor and I'm still going to be working as hard as I can for those residents because there's still a lot to do.
Trish Adudu	Okay well you're on the front page of the Telegraph like I say it's their exclusive story it seems, you're pictured here and it says that you said that Enoch Powell was right if you can't speak English go home and I don't believe in multiculturalism.
Glenn Williams	Well what I said was in a private conversation with another member of the Conservatives who I thought was a friend, and when you're talking sometimes with friends late at night you do say things in a friendly different sort of way that I would as if I was talking in the Council Chamber and I hope that any resident, any member of staff at the Council or anyone I've met, including yourselves, would say having known me for more than 5 minutes that I'm not anything like a racist or anything like that. I've only ever treated people with respect and I believe that everyone should be treated with respect, everyone should be proud of where they come from.
Trish Adudu	Yes and to be honest you've brought me in a bunch of flowers today after my recent events with hate crime and that's very nice but can you just clarify what you said Glenn, did you say Enoch Powell was right in that banter as you call it, that sort of friendly banter?
Glenn Williams	Well that transcript has been published it was a private conversation.
Trish Adudu	I know but can you clarify what was said, so that we get your side of the story?
Glenn Williams	Yes what was said was exactly what I said and I said that to someone in a private conversation.

Trish Adudu	But that you did say that Enoch Powell was right?
Glenn Williams	Well residents are saying to us that they respect everybody but sometimes they feel not just in Coventry but in different parts of the country that they're in a minority and that's what people say to us and that's what I was trying to get across to someone who was very much in the remain camp and he knew I was very much in the leave camp and had disagreements with me and whether that's the reason that he's chosen to leak this information a private conversation that's up to him.
Trish Adudu	Okay so you've admitted saying that you'd written that Enoch Powell was right you know his rivers of blood speech, the whole idea was very anti migration.
Glenn Williams	The reasons I resigned from the Conservatives was because I don't want out of respect for my friends in the Conservatives I don't want them to have to be in the awkward position of having to disassociate themselves from those remarks which are personal remarks about which I made in a private conversation, they do not reflect the views of the Conservative Party or the Coventry Conservatives.
Jo Tidman	But you're not resigned as a Councillor?
Glenn Williams	No I have not resigned as a Councillor, I've had lots of supported messages from residents and the residents put me where I am, I'm lucky to be where I am and the residents they will decide in 4 years' time whether to keep me on, whether to get rid of me.
Jo Tidman	But they are incredibly controversial comments aren't they saying that you don't believe in multiculturalism even.
Glenn Williams	But what I said at the Council Meeting 2 days ago and it's unfortunate that the Telegraph have chosen the timing to publish this was clear that we respect everybody.
Trish Adudu	Well to be fair to the Coventry Telegraph you know they are inflammatory statements and you know they have a duty you know because you're a public figure to report it, so to be fair and like Jo says they are very controversial statements. In the conversation which is what the Telegraph are saying Enoch Powell was right, I don't believe in multiculturalism, you also claimed if Turkey joined the EU we'll be overrun with kebab shops, that's not friendly banter between mates, that's really strong Glenn.
Glenn Williams	It was strong, it was said late at night and it was said to someone I thought was a friend.
Trish Adudu	Well what does late at night have anything to do with it, you know it's shocking.
Glenn Williams	Yes and as I'll repeat it was a totally private conversation and I was not acting in anyway as a Councillor and all my dealings with residents and with staff and anyone as a Councillor who I've met on the doorstep I have always treated everyone as an individual. I believe everyone is an

	individual and I've always treated people with respect and I always will and that is something I firmly believe in.
Trish Adudu	But we know we live in times, incredibly sensitive times don't we, we live in and at times its days after this debate in the full Council Meeting about xenophobia, about hate crime. This was top of the agenda even in a private conversation these things are always going to make people be concerned.
Glenn Williams	About 6 weeks ago these comments were made, it was dealt with by the Coventry Conservatives and I wrote a personal apology to that person which I hand delivered to him and we thought that was the end of the matter. Why he's chosen to leak the information, leak that transcript I don't know.
Trish Adudu	Can I just say I mean a couple of weeks ago I was told to go home in no uncertain terms as a black woman on the streets of Coventry which was incredibly hurtful but it seems you did say in that dialogue if you can't speak English go home. So for me that resonates as a form of hate crime to be fair.
Glenn Williams	Well what people are saying is that when people don't speak English, when they come to this country it puts pressure on our services.
Trish Adudu	So does that go for Germans and French speakers as well?
Glenn Williams	No people that choose not to learn our language as if we were to go over there we would have to speak their language.
Trish Adudu	What do you mean by people not choosing to learn English, if you can't speak English when you first come here, you may want to go to lessons and learn English that's really bad isn't it?
Glenn Williams	No people who do that is exactly what we want to do, we want people to come here to learn our language to integrate and to be members of our society.
Trish Adudu	But you've clearly said if you can't speak English go home.
Glenn Williams	Well those were comments that I made in a conversation with someone I thought was a private conversation with a friend who was clearly on the remain camp and I was clearly on the leave camp.
Jo Tidman	Do you feel let down?
Glenn Williams	I feel very betrayed by whoever has leaked those comments but I'm here for the residents that's what matters it's the residents who put me where I am.
Trish Adudu	Do you feel you've let them down?
Glenn Williams	Well residents have give me lots of supportive messages last night and this morning and I will continue to work hard for them that is why I'm here.

Jo Tidman	Glenn thank you for coming in, thank you for giving us your side of the story thank you very much. That's Glenn Williams who's just told us he has resigned from the Conservative Group on Coventry City Council but he will remain an independent Councillor until there is a re-election in 4 years' time.
Trish Adudu	And to be honest Glenn it's very brave of you to come in although I don't agree with your comments it's been very brave to come in and have that conversation with us.
Glenn Williams	And I hope you've only ever found me to be respectful whenever you've dealt with me.
Trish Adudu	Yes and to be honest to be fair I have.
Jo Tidman	Thank you very much Glenn for coming in this morning.

Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 8



Glenn Williams @Glenn_Williams1 · Jul 15

With a heavy heart, & with utmost sincerity, I have resigned as a member of the Conservatives in recognition of the offence I have caused.

← ↻ ❤️ 1 ⋮



Glenn Williams @Glenn_Williams1 · Jul 15

I am deeply sorry for expressing these views. I have let down my colleagues, local party members and myself...

← ↻ ❤️ ⋮



Glenn Williams @Glenn_Williams1 · Jul 15

These comments do not accurately reflect my opinions and values and I know that I have caused offence...

← ↻ ❤️ ⋮



Glenn Williams @Glenn_Williams1 · Jul 15

During the course of the conversation, I acted in a way which, on reflection, was not appropriate...

← ↻ ❤️ ⋮



Glenn Williams @Glenn_Williams1 · Jul 15

I have taken time to reflect on the comments I made during a conversation with a party colleague...

← ↻ ❤️ ⋮

Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 9

Dear Lord Mayor,

I am formally writing to you in your capacity as Chairman of Coventry City Council to express my apologies for remarks I made which, although were said totally in private, have now come out in the public domain.

The opinions expressed in that conversation were not a true reflection of my views and they most certainly do not reflect the views of the Conservative Party; it was for that reason that I felt I had to resign my membership of the party and sit as an independent member.

As a result of what has happened I have decided to educate myself and have arranged a visit to the Coventry Refugee and Migrant Centre, so that I can see for myself the work that they do and the issues that other human beings in a less fortunate position than me have to face.

I will also be attending a local mosque to see if I can learn more about their faith and understand what they do in the local community.

I hope that in the short time you have known me, you have seen that I have always treated other Councillors, officers, members of staff and members of the public with respect and courtesy. Please also have my assurances that I have never and would never treat any resident differently from another; all residents of Coventry are different, but to me they are all equally important.

Once again please accept my sincerest apologies.

Yours sincerely,

Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 10

Dear Revd Dr Cocksworth,

After a positive meeting I had last week with Mr Sabir Zazai of the Coventry Refugee and Migrant Centre, he recommended that I write to you as Patron of CRMC.

I'm very much looking forward to learning more about the work of CRMC, as I have never had a proper understanding of what it is like to have to be in the position that the refugees face.

I am also arranging a visit to a local mosque and I understand from Sabir that you are involved with inter-faith work in the City. As an elected representative on Coventry City Council, I should like very much to meet with you at your convenience to learn more about the work that you do and what help I can give to your efforts.

I look forward to hearing from you.

Yours sincerely,

Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 11

Immigration rant councillor will sit as independent after resigning from Conservative Party

11:45, 18 JUL 2016

UPDATED 11:47, 18 JUL 2016

BY [SIMON GILBERT](#)

Former Tory Coun Glenn Williams will continue to represent Bablake despite exposure of controversial messages



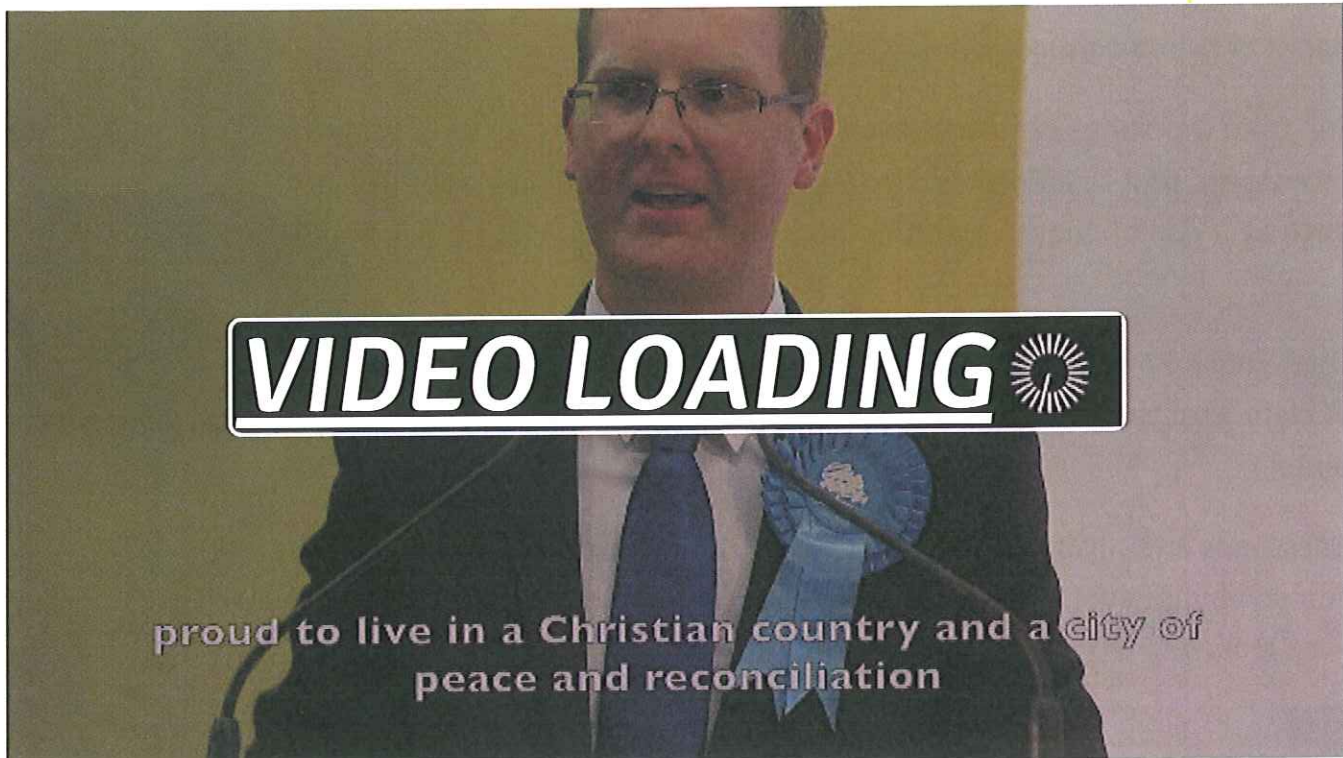
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Listen: Glenn Williams addresses Coventry City Council

A councillor who resigned from the Conservative Party after an anti-immigration rant has said he will not resign his seat on [Coventry City Council](#).

Coun Glenn Williams has said he plans to continue to represent the Bablake ward of the city as an independent councillor despite resigning from the Tories.

It is understood the decision to resign came as regional party bosses put pressure on the Coventry Conservative Association to kick Coun Williams out of the party.

His departure from the party means the Conservatives hold 14 councillor seats in the city with Labour filling 39 and Coun Williams as an independent completing the 54.

READ MORE

- ▶ **Coventry MP's vow as racist abuse 'rises by more than 500 per cent' following EU referendum**

The Telegraph understands Coventry City Council is also investigating whether Coun Williams has broken the code of conduct, which could lead to further disciplinary action.

More councillors have taken to social media to echo the calls of council leader Coun George Duggins and deputy Abdul Khan who insisted Coun Williams should resign his seat on the council.

But Coun Williams insisted he would continue to serve as a councillor and said during a radio interview on [BBC Coventry and Warwickshire](#) on Friday morning that he had received "lots of messages of support from residents".

His resignation from the Tories came after the Telegraph exposed a string of anti-immigration messages sent to a Conservative Party colleague. The messages included statements such as "I don't believe in multiculturalism" and "if you can't speak English go home."

He also labelled Enoch Powell a "personal hero" when challenged over his views and dismissed his claim that the country would be "overrun with kebab shops" if Turkey joined the EU as "banter".

Despite the messages initially being part of a private conversation, he later stood by them publicly after a complaint about the Whatsapp conversation to the Coventry Conservatives Association was leaked to the Telegraph.

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- ▶ **Radio host Trish Adudu receives racist tweets after vile abuse in Coventry city centre**

He later issued a short statement via his Twitter account which read: "I have taken time to reflect on the comments I made during a conversation with a party colleague.

"During the course of the conversation, I acted in a way which, on reflection, was not appropriate. These comments do not accurately reflect my opinions and values and I know that I have caused offence.

"I am deeply sorry for expressing these views. I have let down my colleagues, local party members and myself

"With a heavy heart, and with utmost sincerity, I have resigned as a member of the Conservatives in recognition of the offence I have caused."

Coventry councillor Glenn Williams



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Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 12

MP says immigration row councillor should quit over 'divisive' WhatsApp chat

16:25, 18 JUL 2016

UPDATED 17:09, 18 JUL 2016

BY [SAM DIMMER](#)

Geoffrey Robinson MP has criticised Coun Glenn Williams after he stood by the controversial messages



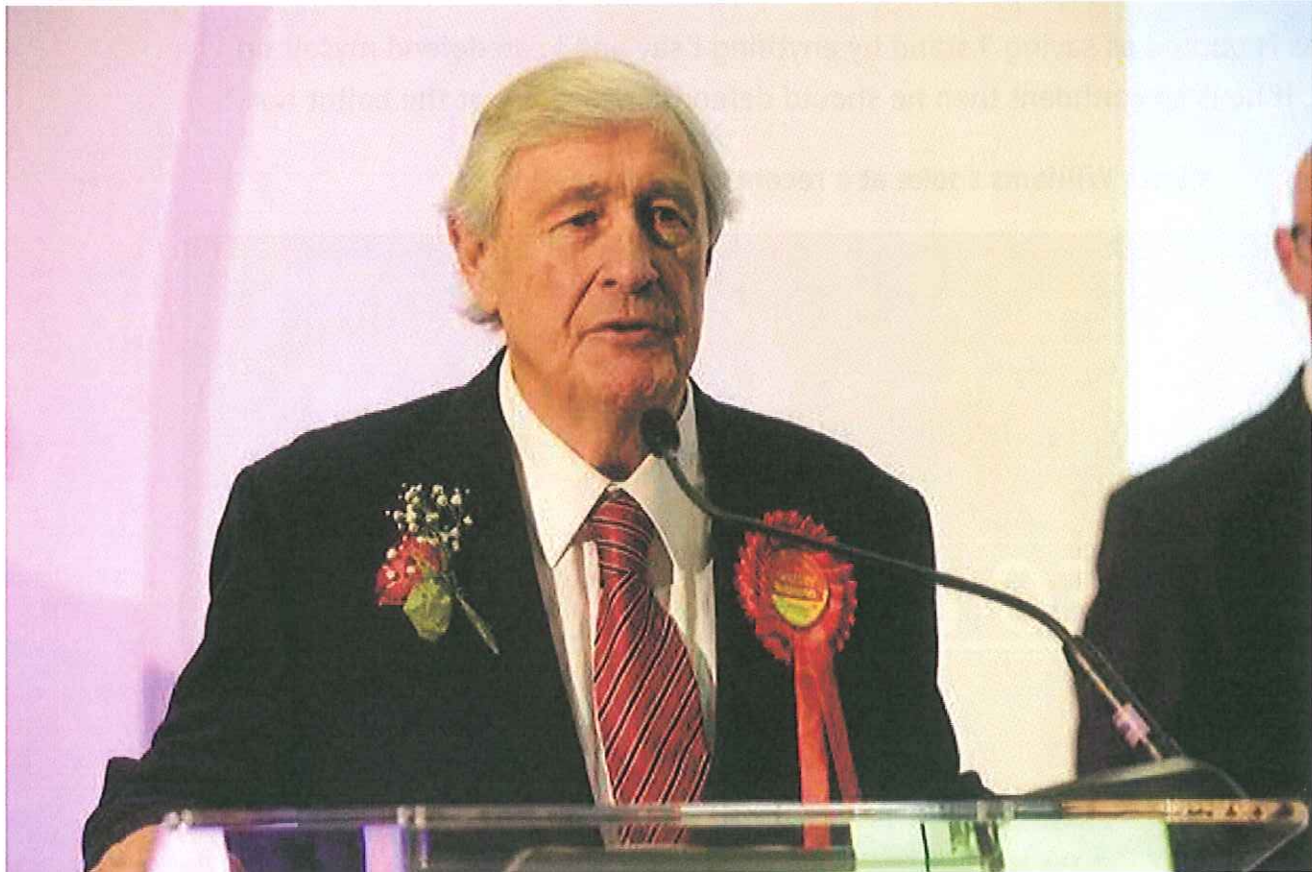
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Geoffrey Robinson

A councillor who quit the Conservative party after describing Enoch Powell as a hero during a rant over immigration should step down according to Coventry MP Geoffrey Robinson.

Coun Glenn Williams, who represents the Bablake ward, stood by messages he sent about immigration during a Whatsapp conversation to a fellow [Conservative Party](#) member.

He said "I stand by anything I say and I can defend myself on anything I say" after being challenged by the Telegraph about comments such as "Enoch Powell was right" and "I don't believe in multiculturalism".

Coun Williams also said that a message he sent which read “if Turkey join (the EU), we’ll be overrun with kebab shops” was just “banter” with the recipient who was a Remain voter.

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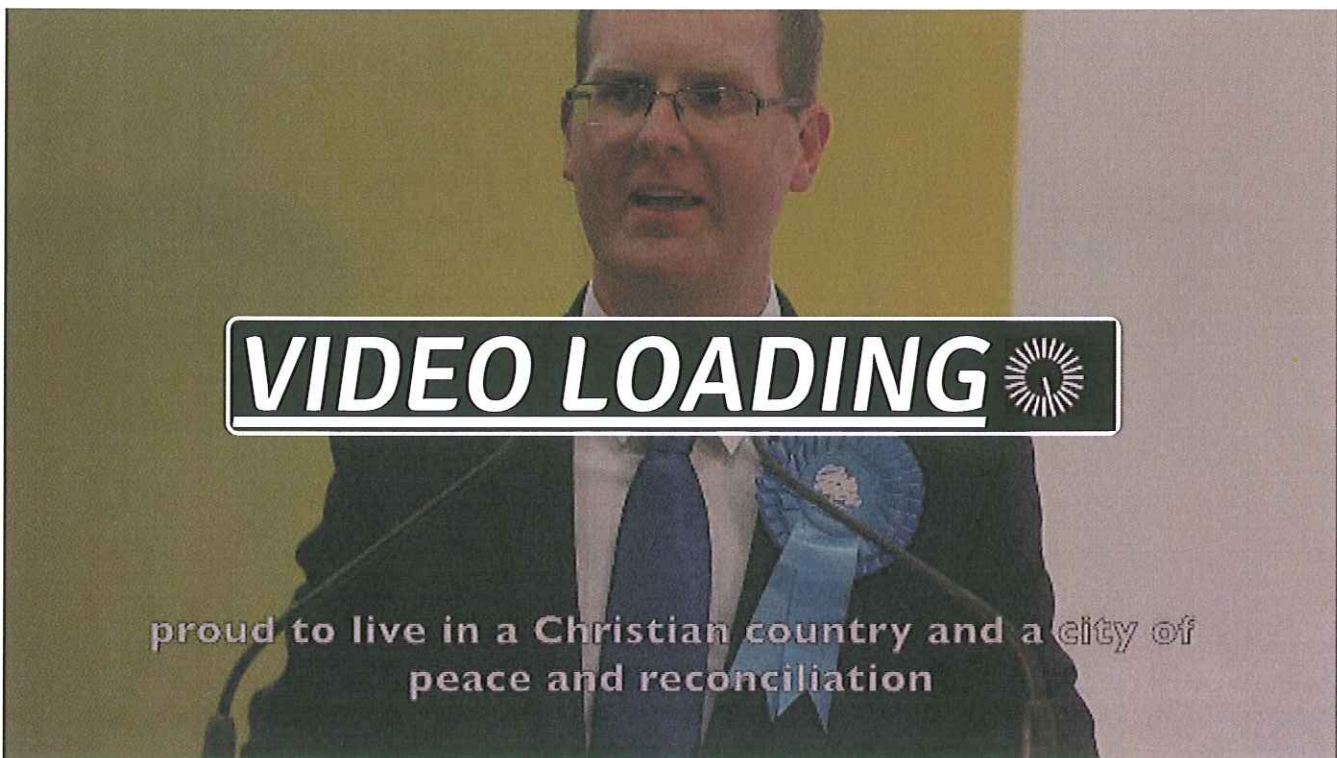
▶ **Revealed: Leaked immigration conversation which led to Tory councillor's resignation**

Now veteran parliamentarian [Geoffrey Robinson](#) has joined city council leader [George Duggins](#) in calling for Coun Williams, who was elected in May, to quit his role.

“If Coun Williams is so confident in his views and that he is representing the views of local residents in Bablake ward, then he should stand down and seek his own mandate as an independent candidate,” the Coventry North West MP said.

“Glenn Williams is quoted as saying ‘I stand by anything I say and I can defend myself on anything I say’. If he is so confident then he should defend those views at the ballot box.”

Glenn Williams spoke at a recent council meeting



“He stood and won only a few months ago on a Tory ticket. Why should he remain as a city councillor for the next four years?”

“Glenn Williams is quoted as saying that he does not believe in multiculturalism. Does Coun Williams realise the damage he will continue to cause Coventry with such divisive views, and more recently our bid to be the UK City of Culture, one of the main aspects of our bid is to create a multicultural city?”

READ MORE

▶ Immigration rant councillor will sit as independent after resigning from Conservative Party

“Coun Glenn Williams was elected to serve all of his constituents, regardless of whether they voted for him or not.

“I know residents living in Bablake ward who now don’t feel confident approaching a councillor that has expressed such views.

“I’m sure the public will be submitting a petition to the council very soon calling for his resignation, he has surely broken the code of conduct.”

After the messages were made public Coun Williams issued a statement on Twitter which said: “During the course of the conversation, I acted in a way which, on reflection, was not appropriate. These comments do not accurately reflect my opinions and values and I know that I have caused offence.

“I am deeply sorry for expressing these views. I have let down my colleagues, local party members and myself

“With a heavy heart, and with utmost sincerity, I have resigned as a member of the Conservatives in recognition of the offence I have caused.”



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Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 13

Investigation into possible breach of the Member Code of Conduct

Record of Interview with Councillor Glenn Williams – 19th August 2016.

1. The interview was conducted by Helen Lynch (HL), Acting Monitoring Officer, Coventry City Council.
2. HL outlined the process that would follow and explained that at this stage the content of the interview and detail of the investigation was confidential. However, if the matter were to be considered by the Ethics Committee in the future, detail of the investigation could become public at that stage.
3. Glenn Williams (GW) was elected as a Conservative Councillor for Bablake Ward in May 2016. Prior to that he was a Councillor for Warwick District Council.
4. GW attended Member Code of Conduct Training in July 2016 and also attended the Council's Condensed Mandatory Training (which covers health & safety, safeguarding, equalities and data protection) as part of the new Member induction.
5. HL confirmed that the purpose of the investigation was to consider whether comments GW had made in the media on 14 & 15 July 2016 amounted to a breach of the Member Code of Conduct, in particular the requirements in paragraphs:

3h) to behave in accordance with all my legal obligations, alongside any requirements contained within the Council's policies, protocols and procedures including the use of Council resources;

3j) Always treat people with respect, including the organisations and public I engage with and those I work alongside;

3k) Provide Leadership through behaving in accordance with these principles when championing the interests of the communities with other organisations as well as within the Council.
6. GW confirmed that the comments attributed to him in the Coventry Telegraph initially reported on 14 and 15 July 2016 were an accurate reflection of what he said to the journalist. By way of context, GW explained that he did not know it was possible to obtain a transcript of WhatsApp messages until the transcript of the conversation that gave rise to the media enquiries was handed to Ken Taylor (KT). The other party to the conversation demanded a written apology, which he provided. GW thought that would be the end of the matter until he got a telephone call from Simon Gilbert (SG) at the Coventry Telegraph. GW explained that when he received the call he was on his own in the Conservative Group Office.
7. GW explained that SG told him he had a story, he had the transcript of the WhatsApp conversation and then asked why he had said this and that. GW's natural instinct was to try to defend himself. GW accepted that when he spoke to SG he was doing so in his capacity as Councillor.

8. HL referred to each of the relevant quotes in turn in order to understand the basis for GW's comments;

i) *"I stand by anything I say and I can defend myself on anything I say"*

GW explained that he should not have to be sorry for his views. Although the WhatsApp conversation is not relevant to the investigation, GW said it was important to understand that the exchange was a private conversation at the end of a busy weekend. He and the other party have known each other for a few years and have canvassed together. During that time they have exchanged strong views. The other party started the conversation by talking about Donald Trump. He has always known GW's views. Other people have since suggested to GW that the other party was trying to set him up.

ii) *"Asked to clarify his position, he said "The person I was speaking to was very much in the remain camp, I was very much for leave. We had what you call banter between us a number of times"*

GW explained that he referred to content of the WhatsApp conversation as banter because in it he was speaking differently to how he would in full Council. He said seeing the transcript of what he said in the press like that made him look like an awful racist. HL asked whether GW had expressed views to SG differently to how he would express them in full Council. GW said he would perhaps express himself in the same manner at full Council if he felt he was being attacked and was trying to defend himself. GW did not think it would be necessary to make such comments at full Council as they would not be relevant to Council business, which is discussing the policies of the Administration and holding them to account.

HL queried whether the views expressed to SG were relevant to the Council debate on racism, xenophobia and hate crime on 12 July 2016. GW acknowledged that debate and confirmed that he spoken then to defend the views of residents whilst being very clear that outright racism and hate is never acceptable towards anybody or from anybody but that there had been bigotry towards leave campaigners following the referendum.

iii) *"I'd seen on Facebook that he was in London and he'd put up a post saying that it's wonderful that we hear so many languages, no English being spoken so I made that comment when we had that conversation" "I thought that was a bit odd that people aren't speaking English in our own country" He added "To me, you shouldn't be a minority in your own country"*

GW explained that this is what a lot of people had been saying on the doorstep during the referendum campaign. People told him what their views were, which were sometimes extreme. When he told them that he was campaigning for leave, residents were with him. GW said if that is what people think then as an elected representative that is what he should represent.

HL asked whether he considered the view that "you should not be in a minority in your own country" to be extreme. GW said no. He said people feel like they are in a minority. One person told him that he had been waiting for months for a hospital appointment and when he got there, the waiting room was full of non-English people. When other people are taking priority over British people, it is not right.

GW explained that other than the views people had expressed on the doorstep he did not have any factual or statistical basis for the views expressed. If so many people are telling him that, it must be a representative view. It is not his business to research the issue thoroughly unless asked to by residents. He took it as views expressed on the streets and why he said what he had said during the WhatsApp conversation.

iv) Asked about his claims immigrants are a “drain on resources” he said: “This is what people are telling us on the doorstep. As an elected representative, I feel I have to reflect their views” “That’s what I did at the Council meeting on May 26 when I made my maiden speech (during a debate on Brexit). After that I was accused of xenophobia, fuelling racism and yesterday (at full council) I tried to defend our residents and reject what was said”

GW confirmed that again, the views of residents expressed on the doorstep were the basis for this comment.

v) Asked about the message which read “I don’t believe in multi-culturalism”, he said: “I believe everyone is an individual and we respect everyone but when you come to our country, you integrate.

Respect who you are and where you come from, and we can learn a lot of things from their culture...but it’s when people from different cultures come here and then they take over what we’re doing and you can’t be involved, that’s when people on the streets say what’s happening in our country?”

He added “when you come over you don’t try and change the rules and how English people behave. That’s what I was trying to get across in that conversation.”

GW explained that he had heard people say things, seen things on the news and social media that made him think. GW referred to the inability to deport a criminal who had been preaching hate, the murder of Lee Rigby. He referred to the fact that immigrants are provided with housing and money which they then send home. He previously worked in a bank and so knew about the money they were getting. He used to wonder why he bothered working 7 days a week.

In relation to trying to change the rules, GW explained that he had been referring to Sharia Law. Residents had asked him whether we would have to abide by Sharia Law. GW had asked a colleague who works for a Minister about it but he had not heard anything about it. GW explained that these comments are all the reasons why he did not agree with the EU. He considers that “our elected MPs should be making the rules not Brussels or Sharia People.”

GW explained that what he should have said was that he does not think multi-culturalism has worked the way it should have done. He should have said that multi-culturalism should be about integration, about people being proud of where they come from but when they come to this country, people should learn English, learn about our culture and integrate. If people create their own communities where the native population does not feel welcome, that is how real extremism starts. GW explained it would not matter to him what culture a resident is from, it would not be any of his business.

Bearing in mind the cultural make-up of the City, GW could understand why some people were offended by the comments on multi-culturalism, which is why he issued the apology.

viii) Asked about the views expressed around Enoch Powell, he said “Enoch Powell is a great hero mine. I think he was a very intelligent man, a very far-seeing man, a very well respected member of Parliament.

People said Enoch Powell was a racist but he wasn’t. He made it quite clear what he was saying was nothing to do with race, it is to do quite simply with the numbers in this country.

We cannot take the numbers that are coming in, that’s why he wanted more control over immigration.”

GW explained that he had watched a lot of documentaries and researched a lot about Enoch Powell and what he believed, not just the famous rivers of blood speech. Enoch Powell was very anti EU or EEC as it was in those days. He is a hero of mine because we have similar views on Europe, it has nothing to do with race. GW said he does not discriminate against anybody. Somebody’s race is none of his business.

HL queried if his concerns about immigration were based on the number of immigrants, why was it necessary to reference whether someone had the ability to speak English. By referencing the language spoken by immigrants, did that not make it also about race/nationality. GW explained that he would not have thought it had anything to do with race. He said if somebody speaks German but not English, is that about race. His comments were not intended to be racist.

viv) Asked if he could see the message “if Turkey join (the EU) we’ll be overrun with kebab shops” might be offensive to some people he said: “That’s what I was saying to someone as banter in private conversation. It’s not something I would go shouting out on the streets. I don’t see what that’s been brought up.”

HL referred to the distinction that GW had made in this response to what he would say in private and what he would say in public. During an interview on the BB CWR Breakfast Show on 15 July 2016, GW made a number of references to the fact that the WhatsApp conversation was a private one. HL queried what makes the comments something that he would say in private but not in public. GW explained that in private you talk differently and have jokes with people. Residents expect Councillors to behave in a certain manner when they are representing them and dealing with them. HL asked whether he had been behaving in a manner expected by residents when he was speaking to SG. GW responded that when he was speaking to SG, he had not been representing residents, he had been trying to think quickly but did not think quickly enough. HL queried whether on reflection GW considered these comments to be something he would say in private conversation but not in public. GW said “absolutely”.

9. HL asked GW whether he thought he had breached the Member Code of Conduct. GW said he did not think he had. He did not consider that he had breached the Council’s equality policies. GW has never discriminated against anybody. He has always treated people with respect, even before he was elected. GW treats people fairly, he doesn’t care where they come from, if they are doing a good job and are friendly, that is what is important. GW attended a training session for Members and

Staff shortly after he was elected, which covered equalities. He had diversity training when he worked in a bank. He would always do his best for customers. GW said as a Councillor he has never discriminated against staff or residents. During debates with the opposition, he is sometimes robust but they are supposed to be accountable. GW does not like everyone but would not be disrespectful to them. GW is always friendly, people are welcome in his office at any time. GW also said he had had a lot of support from Bablake Residents.

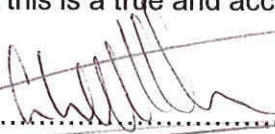
10. Following the media coverage, a former colleague has helped to arrange for GW to visit the Mosque. GW is also hoping to visit the Coventry Refugee and Migrant Centre so that he can learn about the work they do and understand the position Refugees are in. GW said this is something that he is ignorant about. GW is learning about the interfaith work that they do so that he does not make statements that are ignorant. Maybe he can help others who have the same views and make something positive out of something bad that has happened.
11. HL asked GW why he had resigned from the Conservative Association if he did not think he had breached the Code. GW said he was under pressure from Regional Office. He would have been expelled. They would have had to have meetings, they publicly disassociated themselves with my views. GW resigned to sit as an Independent Councillor so that they did not have to expel him.
12. HL referred to the apology GW issued on Twitter on 15 July 2016 in which he stated "during the course of the conversation, I acted in a way which, on reflection, was not appropriate. These comments do not accurately reflect my opinions and values and I know that I have caused offence". HL asked whether the wording of the apology is contradictory to GW's position during this interview. GW said he did not think his apology was contradictory. People should always be able to defend their views, politics is about trying to persuade people. GW explained that after he spoke to SG, he had reflected and thought he had been a bit close minded. He was speaking from ignorance and being naïve. He was not meaning to cause offence.
13. GW provided HL with copies of messages of support he had received directly and supportive comments made on the Coventry Telegraph articles to consider as part of the investigation.

Helen Lynch

31.08.2016

I agree that this is a true and accurate record of the interview on 19 August 2016.

Signed.....



.....Dated.....

11/9/16

Cllr Glenn Williams

Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 14



15 JULY 2016

Hi Tim, I'm sorry I've offended you with the things that were said in a private conversation. I hope we can remain professional as colleagues on City Council. I didn't mean to offend anyone with anything I said. 20:03 ✓✓



Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 15

Full Council 3rd August 2016

“Thank you Lord Mayor. During this debate I have no intention to repeat any comments which have now appeared in the public domain, but what I will say is this: when people say things, sometimes they might speak from ignorance; I accept that I am probably guilty of this. It is now my responsibility to educate myself and I have already made a start. On 25th July I had a really positive meeting with the director of the Coventry Refugee and Migrant Centre to discuss the work that they do and to understand what it is like to be in their position. In addition I have arranged to visit a mosque in Coventry to learn more about their religion and their culture.

Lord Mayor, on the 14th July out of loyalty to the Coventry Conservatives, I resigned from the Party so that my friends would not have to be in a position of having to disassociate themselves from the views I expressed as a private individual. Lord Mayor, as I no longer have to pay the Conservatives £25 a month, I have decided that my money would be spent more productively by giving it to the Refugee Centre.

Lord Mayor, before all of this publicity I was already learning about different cultures; I've attended 2 Sikh sporting events in Stoke Heath and Memorial Park, and on 8th June in Broadgate I met with Sikh volunteers to learn about their charitable work. During the Local Election campaign I visited many Sikh families in Bablake ward; they welcomed me into their homes and I shall never forget the kindness and warmth that they showed towards me.

Lord Mayor, having reflected on the comments that were made, it is clear to me why some people would find some of those comments offensive. It has never been my intention to offend anybody and I hope that Council staff, officers and other elected members would agree that I have only ever treated them with respect and courtesy.

Lord Mayor, on 20th July I wrote a personal letter to you apologising for the offence caused by those comments. The sentiments in that letter are genuine and they are also extended to every elected member in this chamber and every resident of Coventry who took offence at those remarks.

Lord Mayor, I believe that every resident is equally important. That has always been my stance and I have never and would never discriminate against any resident. Indeed I am very grateful for the letters and phone calls of support that I have received.

Lord Mayor, during the past 2 weeks I have spoken to friends, colleagues, my family and residents. After a lot of thought I have come to the conclusion that it is in the best interests of the residents that I remain as their Councillor. All of us are sent here via the ballot box and only the residents can take us away. I've already been doing a lot of work in the past three months, but there is still so much more to be done. I hope to be able to work constructively with colleagues for the benefit of all residents.

Once again Lord Mayor I would like to sincerely apologise to anyone who took offence at remarks that were printed in the press, and I hope that we can now move on and get on with the business of running this City. Thank you Lord Mayor.”

Exhibits to Investigation Report – Councillor Glenn Williams

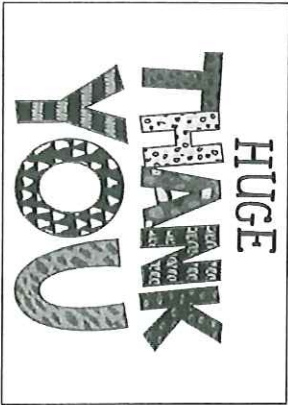
Exhibit HL 16

Thousands
of British salute
your courage!

Dear
Councillor Williams,
Thank you for speaking out for

Thank you so much!

British people for our
country & our
Christian faith.



Huge Thankyou

Message inside reads: Thank you so much!

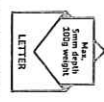


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Lowest of the low are making hanging baskets

mother is 96 years old and is off the Bell Green Road. On Tuesday night/Wednesday morning someone physically cut through the tie which was securing the hanging flower basket outside her front door and took it away.

My brother, who died in 2014, always bought her a flower basket every year when he was alive and now his girlfriend tries on the tradition. This is such a cowardly act and I'm very angry.

My mother has few pleasures in life as she cannot get out and about and she lovingly waters and regularly feeds the basket. How can anyone get pleasure from this flower basket knowing they have taken it from such a lovely person as my mum who is the most generous person in the world.

This is not the first time it has happened.

One year she had two baskets pinched from outside her front door, probably the same people took those, and I believe these people live in the local area.

Why don't they get creative and make their own flower baskets instead of thieving

Tory MP George Freeman her policy guru.

This man wants to slash employment rights, cut wages for people in poorer areas and possibly axe maternity pay, paid leave and the minimum wage for people working in new firms.

In her speech outside Number 10 on becoming PM, Mrs May claimed she wanted to look after the less well off in our country, but it hasn't taken her long to reveal her true colours.

I hope everyone, whether they voted in or out in the referendum, will stand together to stop this from happening.

The Remain campaign was right to warn that workers' rights would go down the drain if we left.

Andy McDonald
Tile Hill

Leader should look to his own past

FOLLOWING the extraordinary council meeting called by the council's Labour Leader George Duggins (CT Article, August 4), with the primary purpose of demanding Coun Williams resign in order to facilitate a by-election

in a ward where Labour believe they have a God-given right to rule, could I suggest to Coun Duggins that his statement, "there is nothing legally or constitutionally to make Coun Williams resign, but morally he is compelled to" could have been applied with equal vigour to his own position as Head of Child Services during the horrific and far more disturbing case surrounding the death of little Daniel Pelka.

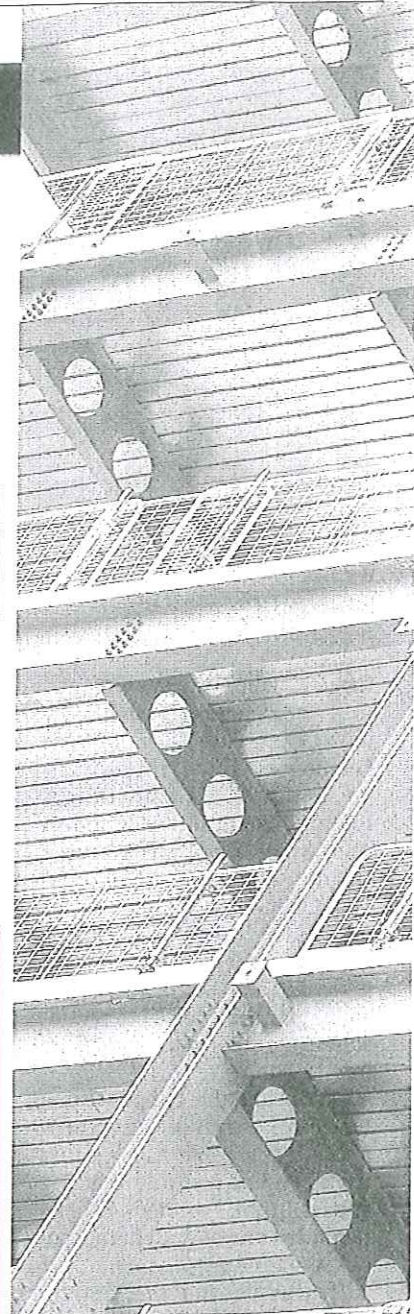
Furthermore, can I directly ask Coun Abdul Khan why he believes regarding Enoch Powell as a hero is in any way offensive?

Powell was indeed a war hero, a patriot and an actual conviction politician who welcomed immigration and our Commonwealth friends into this country but in such a way that was managed correctly.

Just because someone has the audacity to voice concerns over immigration does not mean they are racist or xenophobic in any way.

In the words of Powell himself, "all I know is that to see, and not to speak, would be the great betrayal".

Matthew Batson
Coundon



was three years old I lived there with my family and remember being carried across the road to the shelters.

These were of earth and timber construction, and probably wouldn't have withstood a direct hit!

Until recently I wasn't aware that there were two air raids in April 1941, the 8th and the 10th; maybe this is because we were evacuated to Balsall Common until approximately September 1942, when I started school at Hill Farm Infants in Foster Road (an old ha'penny bus ride away!)

Stan Lynes
Binley
Coventry

RECEIVED
30 AUG 2016

lections

motley crew.
We have to
five years of
ing to come
huffle - out
d George
I bet the
be glad to see
cky Morgan.

dy McDonald
Tile Hill
Coventry

Glenn spoke his mind, spoke the truth

HAVING read with great interest the text conversation Councillor Glenn Williams had with a undisclosed Tory colleague and discussing it in my local pub also on-line with family, I can find no one who disagreed with his comments. I was personally surprised to find that we spend £17bn a year on welfare migrants, I had no

idea it was such a huge sum. The question I ask is, why are we in such denial in this country? This man speaks to the public and has a good feel of general opinion so why was he forced to resign? As for the Enoch Powell rant, again why are we in such denial? It happened, it's fact, it's in the history books, and was also

proven to be correct but can anyone mention it? No! So much for freedom of speech in this country. I personally wish Coun Williams well with his political future, but one word of advice councillor, beware of your friends.

J Dolan
Cheylesmore
Coventry

Comprehensive strategy to tackle child obesity

itions such as diabetes and disease at a younger age than seen in previous generations. se conditions have a lating impact on individuals lace a huge financial burden r already overstretched NHS. h local councils in England ng this week that government public health funding could er their efforts to tackle ty, ministers must put our

children first. The government's desperately needed childhood obesity strategy has been repeatedly delayed, and worryingly, a leaked draft of the document suggests that minister's pledges to help protect our children, have been watered down after lobbying from the food industry. It is vital that the government produces a comprehensive and

bold childhood obesity strategy with ambitious targets, backed up by legislation, for the reduction of sugar, saturated fat and salt from our food, and introduces restrictions on junk food marketing to prevent manufacturers targeting children.

Professor Parveen Kumar
Chair, Board of Science
British Medical Association

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words. They may be edited. LETTERS must be accompanied by a daytime phone number. Anonymity will only be granted in exceptional circumstances.

Email it to letters@coventrytelegraph.net with your name, location and a daytime phone number.

Race-hate debate stirs memories

Eccleston helpfully (CT, July 14) the comments of Colleen Fletcher MP about the surge of race hatred. Fletcher is absolutely Xenophobia is to be feared and the city council has just had a debate where all councillors rned it. debate brought back ries for me of ent places where I ed; the murderous ch-doctors who would anyone from another

tribe; the public firing-squads with great crowds of spectators; my next-door neighbour shot dead; the non-payment of a bus fare which resulted in 250 deaths; the people who tried to kill me, and more. All turned round racial hatred. Whatever the occasion, as Mrs Fletcher will surely agree, we should all act with courtesy.

Coun David Skinner,
Westwood Ward

Glenn spoke truth

COUNCILLOR Glenn Williams should not have resigned over his comments. We all know that Enoch Powell was right, we all have said it. The leader of the Coventry Labour party, Coun Duggins, wanted him to resign because he will call a snap by-election to win back the ward Labour lost, which I don't think they will win back because of their history over the green belt building. Coun Williams has only spoken the truth.

Eugene Austin,
Aldermans Green,
Coventry

Disturbing point of view

I AM appalled to read the comments from Coun Glenn Williams. Especially following the rise in hate crime and racist incidents after the EU referendum (pointed out in Sabir Zazai's letter from the same day). I myself lived in Berlin for a long time before coming to Coventry, and have seen both the challenges as well as the successes of having a large Turkish population form and shape a city which I grew to love. The councillor's comments on an apparently trivial issue as kebab shops carries an air of cultural supremacy and unwillingness for cultural exchange.

Evans Rieder,
Earslton, Coventry

Small charge would make big difference to council coffers

Godiva Festival. I do not understand how you count the 15,000 people attending. I imagine what is meant is that the turnstile recorded 148,000 bodies passing through and I would suggest that as the event is free anyone is free to pass through as many times as they wish. For instance, if everyone attending went on each of the three

days it would reduce the number of people attending by two thirds to 49,333. Now, assuming the worst scenario and I am right if the council decided to charge £10 per head this would bring £493,330 into the council's coffers. If my attendance figures are wrong and the published ones are

correct the income would be just under £1,500,000. Now ask yourself what our council could do with an additional £1.5 million. How many libraries would it keep open? How many crossing wardens would it pay for? How many verges would it pay to cut? The list goes on for ever. If the figures published, relating

to attendance and costs, were as shown, even a simpleton like me can see that there should be no question of cancelling the event but, without doubt, there should be a minimum £10 entrance fee.

Dave Atkin,
Styvechale,
Coventry

tor, Coventry
ian House, Leicester
Coventry, CV1 4LY

EMAIL: letters@coventrytelegraph.net

TEXT: Send us your messages on 80010

short, preferably less than 200 words. They may be edited. LETTERS must be accompanied by a daytime phone number. Anonymity will only be granted in exceptional circumstances.

Williams, Glenn (Cllr)

From: [REDACTED]
Sent: 28 July 2016 16:58
To: Williams, Glenn (Cllr)
Subject: Resignation

I was appalled to hear that certain people have called for your resignation over the comments that you made about non-English speakers in our country. I urge you not to listen to them and fight your corner, do not resign. I have walked through Broadgate on several occasions, and it is difficult to hear an English voice. I remember the time when one could air ones opinion without fear; whatever happened to freedom of speech especially when one is speaking the truth?

One of those calling for your resignation is Abdul Khan, [REDACTED]

[REDACTED]

to Khan and the rest of the Coventry City Council that they get their own house in order before they start making comments about anyone else.

I would rather have a councillor who speaks the truth than one who sneaks behind peoples backs. I'm live Sherbourne ward and I wish you were one of our councillors.

Good luck to you and your family whatever you decide. Charlie

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Mcmlxi

33 days ago

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He is perfectly entitled to hold whatever views he wishes about whatever he wants - the same as the rest of us are. Along with that also comes his responsibility to accept the ramifications of expressing those views - the same as the rest of us.

We can not be selective about who is entitled to free speech otherwise we become a fascist state - even though sometimes it feels as though we are nearly there anyway.

I have yet to hear a Tory say they embrace 'multiculturalism' because it seems not within the mindset of those who are drawn to Tory principles.

Having said that, it is interesting to note that during the EU referendum there were many people from all parties who expressed they did not embrace the principle.

Unfortunately we have seen the concept of multiculturalism used and abused

by people and groups who have had other motives. So it is no wonder that anyone who lives a radically different culture from the indigenous or accepted one is going to be viewed with suspicion - and contempt - if it impacts on wider society.

Reply Share



richheneghan

34 days ago

2 3
Report

Just as a side note..it would be worth noting the name Williams' ultimate origins are Germanic (from the name Wilhelm)...Glenn more than likely being from the Vikings (who let's face it..weren't averse to a bit of migratory action themselves!) So Cllr Williams is an example of multiculturalism himself lol!
Goes to show...don't assume because someone is a Councillor / MP that they have any basic understanding of what they are saying. Some do..some don't.
Seems Mr Williams is of the latter faction.

Reply Share



MickyTaking

34 days ago

2 3
Report

The PC brigade and plastic socialists are out in force tonight haha !

Reply Share



HarryLime

34 days ago

3 3
Report

He's been found out only because of the complaints process in the conservative group being invoked, else this would have been swept under the carpet despite



ozwig

34 days ago

5 6
Report

MickyTaking

Absolutely spot on, far, far and away to many people have their heads in the sand and cannot accept the country, and the city have not got the schools, Doctors, hospitals etc to take in any more

Reply Share



MickyTaking

34 days ago

8 8
Report

Why is it we can no longer be against uncontrolled immigration, in this multicultural country and city, without it being a racist rant ???

The country and city is creaking under the strain, only a fool thinks otherwise.
Not racist, just plain common sense.

Reply Share

6 replies



richheneghan

34 days ago

19 3
Report

Irrespective of my views on this...Mickytaking I must note that yesterday you claimed that the city "is on the up.. despite governments, councils etc"

Now you are saying it is creaking under strain as a result of immigration. Things under strain generally aren't 'on the up'. I just struggle to keep up with your contradictory, baseless comments tbh. It's almost as if you post just for the sake of it?

Reply Share

5 replies

Comments (8)

LOGIN

Write a comment

Sort [Subscribe](#) [RSS](#)



numkelfutumch

33 days ago

2 0

[Report](#)

And that's what this country has come to. No more free speech, not allowed to voice your opinion anymore incase some feeble suit and tie takes offence.

Pathetic.

[Reply](#) [Share](#)



MickyTaking

34 days ago

4 -8

[Report](#)

Can't be right that in a multicultural country, creaking under the strain of uncontrolled immigration, that the people that live here can't have a point of view. Racism is something quite different and far more serious. There were plenty of first and second generation long standing and recent immigrants to this country who voted for Brexit. Are they racist or were they just being pragmatic ?

[Reply](#) [Share](#)

WalterMilner

34 days ago

2 -4

[Report](#)



Comments (8)

[LOGIN](#)

Write a comment

Sort [Subscribe](#) [RSS](#)



numkelfutumch

33 days ago

2 0

[Report](#)

And that's what this country has come to. No more free speech, not allowed to voice your opinion anymore incase some feeble suit and tie takes offence.

Pathetic.

[Reply](#) [Share](#)



MickyTaking

34 days ago

4 -8

[Report](#)

Can't be right that in a multicultural country, creaking under the strain of uncontrolled immigration, that the people that live here can't have a point of view. Racism is something quite different and far more serious. There were plenty of first and second generation long standing and recent immigrants to this country who voted for Brexit. Are they racist or were they just being pragmatic ?

[Reply](#) [Share](#)

WalterMilner

34 days ago

2 -4

[Report](#)



not plenty of citizens who think along the same lines? Maybe they are 'fed up' of being in the minority as some see it, or fed up with using a lift only to be surrounded with people that speak in their mother tongue, therefore not knowing what they are saying? Or maybe you have just not experienced any of these things?

[Reply](#) [Share](#)



numkelfutumch

33 days ago

2 0

[Report](#)

So because you don't agree with his views he shouldn't be allowed them? This country gets more pathetic every day

[Reply](#) [Share](#)

Glenn should not be pressured into resigning if the residents are unhappy with his performance in the next election they have the democratic right to deselect him.

Reply Share

2 replies



commuter197

34 days ago

11 1

Report

Calling other people idiots is a sign of a poor debating skill-set and following the logic of the Labour Leader should require your resignation.

Reply Share

1 reply



MasudKhan

33 days ago

0 0

Report

I'm self employed what am I gonna do resign from my own job
lol

Reply Share



Buckaroo

34 days ago

1 27

Report

If he resigns then I'm sure the EDL will welcome him with open arms.

Reply Share



richheneghan

1 1

34 days ago

Report

Of course they are related!!!!

The correlation between the overall performance of a city compared with the performance of its schools / hospitals is one of the most important indicators of how a city is performing! I do not wish to resort to ad hominem or juvenile name calling, but I really do worry when reading your comments. Not because I generally don't agree with you..we all have our opinions..but I cannot understand your thought process or reasons for your posts. You seem to be motivated by ill-will and irrational impulses to post. Pretty pointless tbh.

Share



MasudKhan

1 10

34 days ago

Report

I know Glenn personally, and I am also a socialist so have nothing politically in common with Glenn.

Glenn is an idiot but he is a very very good councillor, he is passionate and hard working and that's what the residents of Bablake deserve.

We live in a democracy and the multicultural society we live in is made up by migrants who have families came over and fought in the great wars so we could speak our minds.

14 days ago

Report

I met Glenn in the City Centre campaigning for Brexit. I was impressed by the way he listened attentively to the concerns of the people of Coventry and responded to them in a warm hearted, polite and considered way. Yes he's had a giddy moment in a private conversation with a colleague. Politically incorrect of course but let's not sink a man for a single folly. Hand on heart, which one of us can honestly say we've never said some things in a light hearted we knew were wrong and later regret. He's shown some naivety and learnt a valuable lesson. But please, let's not be the Politically Correct baying mob - give him a chance to redeem himself and show his true worth for Coventry. I think he'll deliver.

Reply Share



Leslie73

14 days ago

5 1
Report

How many of this man's colleagues who are demanding that he stand down are genuinely appalled by his "racist" comments whilst privately agreeing with him? I shouldn't wonder that there are more than a few hypocrites among them. And have they read today's Telegraph headlines?

Reply Share



Spikey

14 days ago

4 1
Report

Leave the man alone! Nazis Labour party.

Reply Share



Mikker

1 4

Exhibits to Investigation Report – Councillor Glenn Williams

Exhibit HL 17

Coventry Intranet

Members: Equalities

Elected Members are expected to lead by example and take active steps to challenge discrimination, harassment and victimisation and allocate resources to promote social justice, equality of opportunity and community cohesion

Further information

Elected Members are expected to lead by example and take active steps to challenge discrimination, harassment and victimisation and allocate resources to promote social justice, equality of opportunity and community cohesion.

Coventry City Council believes that:

- Everybody should have an equal opportunity to contribute to and benefit from society
- A diverse community is a positive asset to the City

The Council recognises that people still experience inequality in society because of their background. The City Council will therefore not tolerate discrimination on the grounds of age, breastfeeding, civil partnership, disability or impairment, employment, gender, gender reassignment, home address, marital status, maternity, nationality, national origin, pregnancy, race, religion or belief, responsibility for dependants, sexual orientation or trade union membership.

See also

The Council's Equality Strategy includes the approach that the Council is taking to embedding equalities and community cohesion into employment opportunities and service delivery.

Read about the Council's approach to embedding equalities and community cohesion into employment and service delivery:

<http://www.coventry.gov.uk/equality>

Contact

<http://beacon.coventry.gov.uk/members>

Last reviewed

20 March 2015

APPENDIX 3

Observations of the Independent Person in relation to a complaint against Cllr. Glenn Williams

I have read the report of the Monitoring Officer together with the accompanying bundle of exhibits. I have also had the opportunity of meeting Cllr. Williams on 30 September. I have not felt it necessary to speak further with the Monitoring Officer as her comprehensive report has provided me with all the information I require and sets out clearly the surrounding facts and circumstances of this inquiry.

The Monitoring Officer has found that Cllr. Williams was not acting in his capacity as a Councillor at the time of the 'Whats App' exchanges but from the time when those exchanges became public knowledge and Cllr. Williams became involved in interviews with *The Coventry Evening Telegraph* and *BBC CWR* he was then acting in his official capacity as a representative of the Coventry City Council and thus subject to its code of conduct. Cllr. Williams has accepted this. I respectfully agree and my consideration of the complaint has proceeded on that basis.

I'm sure that in the course of engaging people on the doorstep, in the street and at meetings, those involved on both sides of the Brexit argument will have come across people expressing not only concerns about migration but some robust anti-foreigner and anti-immigrant sentiments. Cllr. Williams seems to have been no exception. I bear in mind that such attitudes have continued after the referendum and have seemingly resulted in hostility and attacks directed towards Eastern Europeans in various parts of the country. This serves to emphasise the extreme sensitivity and importance of this issue.

Coventry is a city with a diverse population and is proud of its multicultural make-up. The City Council has legitimate expectations of its elected members *'to lead by example and take active steps to challenge discrimination, harassment and victimisation and allocate resources to promote social justice, equality of opportunity and community cohesion'* (per. Council's Policy Statement Members: Equalities). It provides appropriate training for Councillors so that they are all aware of their responsibilities.

I suggest that the fact that the Council has an Equality Strategy does not mean that the topic of multiculturalism and the impact of foreign migrants on the City becomes a taboo subject. I'm sure it is something that needs to be revisited, discussed and debated, particularly if there

are significant portions of the community that are voicing concerns. In other words, there is a permissible discourse to be had on immigration and the Council's strategy but it is the manner in which it is conducted and the language used which is all important. Care needs to be taken so that all elected representatives are conscious that they have a duty not simply to parrot their constituent's opinions but to exercise judgment and be as well-informed as possible, particularly where the subject has the potential to cause the sort of controversy experienced here.

There's no doubting that many of the views expressed by the public resonated with Cllr. Williams' own concerns about the strains being placed on resources, immigrants failing to integrate, overtaking in numbers the indigenous population and their inability to speak English. Regrettably in the Whats App exchanges he gave voice to these concerns in a manner which was inappropriate, even when viewed against the background that this was a private conversation (I note that Cllr. Williams describes the exchanges as 'banter'). They took on a different perspective once they entered the public domain. It was a serious error on his part, which I suspect he regrets, to give the first interview to the *Coventry Evening Telegraph* which by then had a transcript of the exchanges and saying, '*I stand by anything I say and can defend myself on anything I say*' and, '*You should not be sorry for your views*'. In the rest of the interview he did nothing to distance himself, explain or seek to use more balanced and temperate language to clarify his views and concerns. On the contrary, it could be said that he amplified his remarks in the same vein as before. Inevitably, from this point everything he had said would come under intense scrutiny as a Councillor. On any reading of the transcript and the newspaper interview he displays a generalised fear, even a dislike of immigrants with, just to take a couple of examples, references being made to the events in Rotherham and the election of a Muslim London Mayor being put down to the population being overrun by Muslims and so on.

I note and accept, in the absence of any evidence to the contrary, that in his personal dealings with immigrants and ethnic groups he treats them with equal respect etc. However, that is not the issue here.

Since the disclosure of the Whats App exchanges Cllr. Williams appears to have reflected on what has happened and conceded that his comments were inappropriate (see para 51 of the Monitoring Officers draft report and copy letters). His Twitter apology (HL 8) perhaps best displays a recognition by him of his folly. Also he has taken steps to better acquaint himself with the underlying issues by forging some links with outside organisations and ethnic groups which again seems to be a recognition that he had overstepped the mark of what is acceptable conduct by a Councillor. I note the Monitoring Officer's lingering concerns following her meeting.

The Monitoring Officer's advice is that the test as to the appropriateness of Cllr. Williams' comments and whether there has been a breach of the code of conduct is an objective one. Would the reasonable man interpret what was said as a display of xenophobia and, if so, thereby place him in contravention of, in particular, paragraphs 3h (Council policies) and 3j (treating people with respect) i.e. he was likely to cause offence? Whilst this is a matter solely for the Ethics Committee to decide, for my part I am persuaded that what was said and, more particularly, the way in which Cllr. Williams expressed himself was inappropriate with the likely result of causing offence to both immigrants and the public at large, particularly those holding a contrary view (see paras 24 iii, iv and v of the draft report **but not** 24 vi for the reason given by the Monitoring Officer at para 67 and the concerns, whether one agrees with them or not, expressed by a significant body of public opinion during the course of the debate that the numbers of immigrants are too high and need to be controlled).

I respectfully agree with all other findings of fact made by the Monitoring Officer and, save as above, her conclusions at paras 75 and 76 of the report.

In closing I should say that I have found the legal advice provided by the Monitoring Officer very helpful concerning the application of Article 10 ECHR (freedom of expression) and how it has been interpreted in the Administrative Court. The three stage test referred to at para 60 seems to be clear enough and I do not think that on any basis Cllr. Williams can argue justification. In fairness to him, he does not appear to have taken this point and accordingly I do not comment any further.

Peter Wiseman OBE, LI.B

Co-opted Independent Adviser

03 October 2016

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Coventry City Council

Helen Lynch
Monitoring Officer's Office
Council House
Earl Street
Coventry

Councillor Glenn Williams

Council House
Earl Street
Coventry
CV1 5RR

Please contact Councillor G Williams
Direct line 024 7683 1039
Email: glenn.williams@coventry.gov.uk

Our Reference: GW/MS/
6 October 2016

Dear Helen

Response to Draft Investigation

With regards to para. 76 of the report, I am in agreement with you. With regards to para. 75 I am not in total agreement and would like to submit the following responses:

First, I believe that the term *xenophobic* has been mistaken for *patriotism*. Para. 24 iii) regarding not being a minority in your own country, is neither racist nor xenophobic. It is about being proud of your own country, accepting and welcoming those of other faiths and cultures, but recognising that it is necessary to control the numbers. It is solely to do with numbers and nothing to do with race.

Para. 24 v) I make it clear in the article that we respect everybody, regardless of where they are from. I also state that people who come here should respect their own identity and culture as well as teaching us new things. I cannot see how these comments are xenophobic.

Para. 21 vi) Your report already acknowledges that I am entitled to agree with Mr Powell and that by agreeing with his views I have not breached the code of conduct.

With reference to para. 24 iv) I can see that the phrase 'drain on resources' is quite a strong statement, which was repeated by the journalist direct from the transcript. This transcript has not been considered under the code of conduct. I was explaining the reason for saying what I had said in private: This is what we were being told by many people on the streets and I'm quite sure that those same people would also consider that there are a lot of British people who are equally a drain on resources, so I do not believe that residents or myself were specifically discriminating against immigrants.

With regards para. 39 I have always treated people with respect, regardless of nationality. I believe that everyone is equally important and I don't believe that I have shown prejudice to anyone from any race or nationality.

Para.46, 47, 48 refers to Community Cohesion. May I clarify that not only have I not personally received any negative correspondence from members of any ethnic community, but neither has this Council received any such complaint. In fact I have received many supportive comments. The few negative comments I have received were exclusively from British people who support the Labour Party or other left-wing groups. In addition to this, the publicity surrounding the articles in the press have helped me to learn more about the different cultures in the City and I have visited places that I would never have been to if this situation hadn't happened.

I have enclosed printed copies of one of my social media accounts which shows the places I have been to and I have publicly endorsed them. It also shows that I have been engaging with members of Bablake Ward ethnic minorities, something I had been doing in any event.

Para. 50 says that I was disrespectful to some parts of the community. I reject this statement because I have never shown discrimination towards any resident and nor would this ever be the case. I always treat people with respect. I had not intended to start a discussion on immigration and accept this was down to my naivety, however we do have freedom of speech in this country and it does more damage in my view to stifle people's opinions. To say nothing for fear of offending a group of people is more dangerous and can lead to people holding more extreme views. The fact that I was open (unintentionally) has actually had a more positive effect on myself and others; because it is always good to debate and learn new things. I have also enclosed a comment by the Prime Minister (front page of Daily Mail) which I think is extremely relevant.

I realise and accept that I have been very naïve in my actions and had I intended to have a proper debate on immigration then, as I do on other topics in Full Council, I would have thoroughly prepared a speech, redrafted it many times and ensured that my arguments were factually correct. This didn't happen because of the circumstances. I also believe that the referendum in June has created divisions between people; it has also engaged many in political discussion which is a good thing and healthy for our democracy.


I hope that it is clear to other members and residents of our city that I have moved on from this event in a positive way and tried very hard to learn and embrace the many diverse cultures and faiths that we have in this city. Indeed, at the Council meeting of 6th September I made it clear that we should balance our resources between refugees and vulnerable Coventry residents.

I hope that this letter is useful to you in redrafted your investigation report.

Yours sincerely



Councillor Glenn V
Bablake Ward



WhitmorePark @whitmore_park · Sep 27
 Look out for some Year 5 children on BBC Midlands Today tonight!
 They had an exciting opportunity to go to the Festival of Imagineers!

I was the only councillor to attend the National Conference held here in Coventry - Also a positive reply from the director of the Coventry refugee and migrant centre.

You Retweeted
Sabir Zazai @sabir_zazai · Sep 27
 Thank you for being with us at #Wellbeing1st @Glenn_Williams1

Glenn Williams @Glenn_Williams1 · Sep 27
 Attending Refugees' Journey conference in #Coventry with @sabir_zazai and I'm learning a lot here today. #WellBeing1st



Glenn Williams @Glenn_Williams1 · Sep 27
 @TheEdRuane Scotland committed to taking 2000 Syrian refugees. Learning this at the Refugee Journey conference in #Coventry #WellBeing1st

Glenn Williams @Glenn_Williams1 · Sep 27
 @sabir_zazai talking about his journey as a refugee & issues he faced. Really making me think hard. #WellBeing1st

Glenn Williams @Glenn_Williams1 · Sep 27
 @timcoleman opening the conference on Refugee Wellbeing here in Coventry. #CityOfSanctuary

In reply to Sabir Zazai

Glenn Williams @Glenn_Williams1 · Sep 27
 @sabir_zazai I will see you there.

In reply to Liam A Whelan

Glenn Williams @Glenn_Williams1 · Sep 26
 @LiamAWhelan @xtophercook judging by the hair and fashion, possibly a smidge before

1st ever kebab! @marcusiapsa @CouncilCoventry

This was for fun, but did earn £50 for charity!



← ↻ 2 2 || ...

You Retweeted



Allan Andrews @allanandrews · Sep 16

The travellers have now left the WMP. Officers are looking at improving the bollards in place - they were removed using a vehicle.

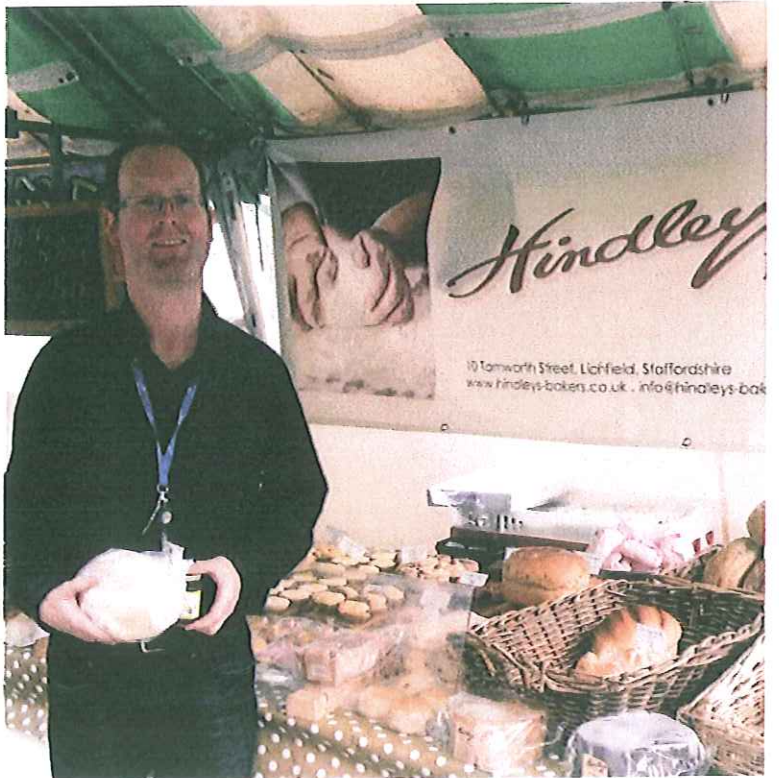
← ↻ 2 2 ...

In reply to Coventry City Centre



Glenn Williams @Glenn_Williams1 · Sep 16

@CovCityCentre no Pina Colada jam today!!! Got some nice bread and gooseberry jam instead!! 😊



← ↻ 1 1 || ...

In reply to Coventry City Centre



Glenn Williams @Glenn_Williams1 · Sep 16

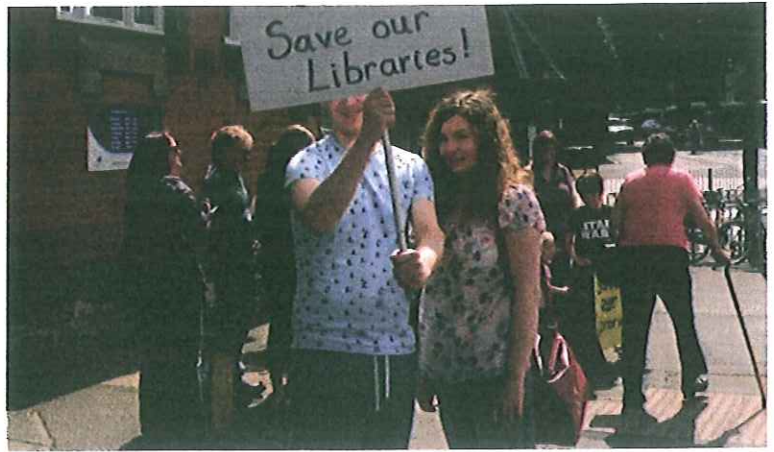
@CovCityCentre and hopefully some more Pina Colada jam. I'll be down shortly! 😊

← ↻ 1 || ...

You Retweeted



Coventry City Centre @CovCityCentre · Sep 16



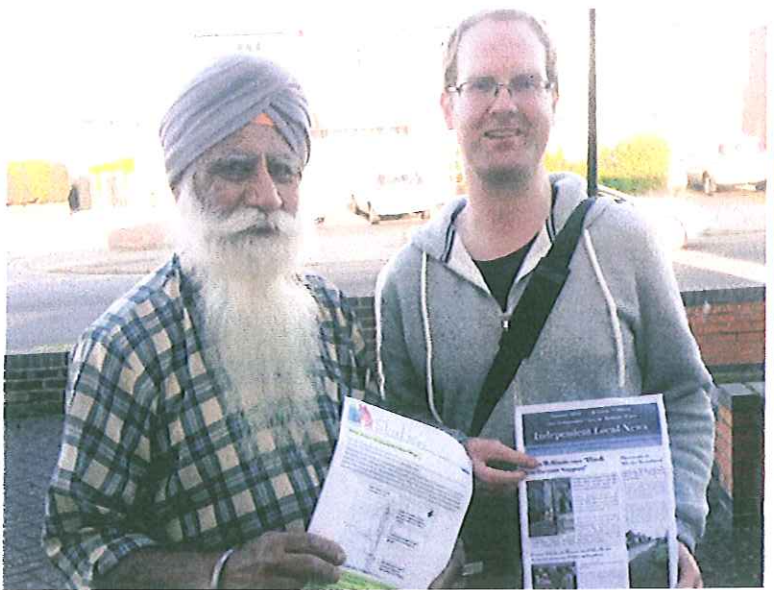
1 2

This resident had read about me in the press and told me not to resign!



Glenn Williams @Glenn_Williams1 · Sep 5

Discussing local issues with supportive residents on Beake Ave tonight whilst delivering my leaflet!



1

You Retweeted



Save Cov Libraries @library_save · Sep 5

Great to have a councillor supporting libraries!

Glenn Williams @Glenn_Williams1

Tomorrow I'm at @coventrycc Full Council. Busy agenda & I'll be asking questions on libraries, flytipping & contributing to refugee debate.

1 2



Glenn Williams @Glenn_Williams1 · Sep 5

Tomorrow I'm at @coventrycc Full Council. Busy agenda & I'll be asking questions on libraries, flytipping & contributing to refugee debate.

1

You Retweeted



Britain Elects @britainelects · Sep 5

Party with best approach to cutting the debt and deficit:

- CON: 58%
- LAB: 25%
- UKIP: 8%

0



In reply to Mark Taylor



Glenn Williams @Glenn_Williams1 · Sep 2
[@MarkPhilTaylor](#) With a larger majority I believe.



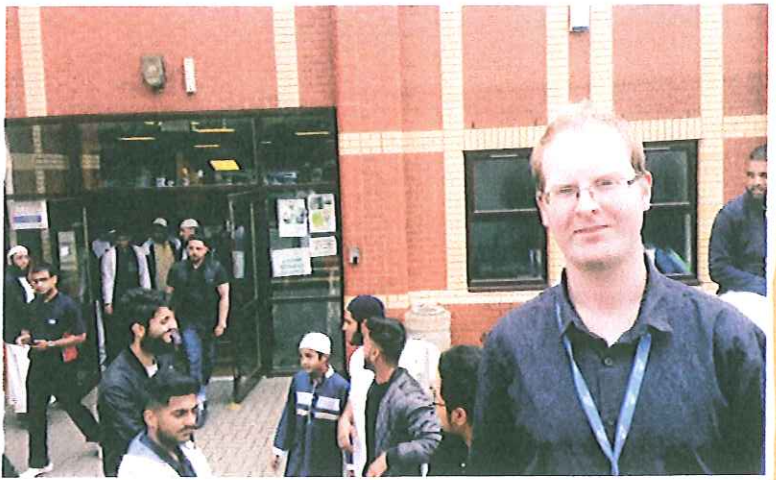
In reply to CoventryCopsewoodFC



Glenn Williams @Glenn_Williams1 · Sep 2
[@CovCopsewoodFC](#) I will come for the first half, then I have work in Binley. Hope you get lots of support.



Glenn Williams @Glenn_Williams1 · Sep 2
1st ever visit to mosque. Fri prayers at Stoney Stanton Rd quite enlightening. [@MasudKhan1](#) explained a lot today!!



You Retweeted



Britain Elects @britainelects · Sep 2
Conservative GAIN Grangefield (Stockton-on-Tees) from Labour.



You Retweeted



Coventry Telegraph @covtelegraph · Aug 31
Coventry MP Geoffrey Robinson among politicians making most first-class train journeys

Attending a mosque with a muslim friend.

Coventry's Geoffrey Robinson among MPs most addicted to first-cl...

The member for Coventry North West was fifth on a list of MPs making the most first class journeys in 2015-16

coventrytelegraph.net



Cycle lane lunacy!

The new blight paralysing Britain

SEE PAGE 16

MAY SAVAGES LIBERAL ELITE



‘Listen to the way politicians and commentators talk about the public. They find their patriotism distasteful, concerns about immigration parochial, views about crime illiberal and the fact that 17 million voted to leave the EU bewildering’

– the PM in her speech today

SEE PAGE TWO

September 7, 2016.

Dear Councillor Williams,

Glenn, I have not enough words to thank you for the wonderful experience you provided for me yesterday. You have created a wonderful memory for me for my visit back to Coventry. Your meeting you will be one of the highlights of my visit to Coventry. It was an absolute delight to meet you & your friend Martin. I feel like some higher power orchestrated that day just for me & sent you my way!

You truly are a man of great integrity & honesty with sincere ambitions - this energy flows easily from you. Continue in your endeavours in politics & service to others. You have much to offer & will be blessed with a satisfying & rewarding life. I will now



Follow you & the politics of
Coventry & Britain.

I forgot to give you this pin
last night - a pin from Windsor -
Essex County - your twin city!

If you ever are in Ontario or
Canada (you never know!) know
that you have a friend now in
Canada!

Take care, God bless you in
your work. And a million thanks!
You have left a handprint on
my heart with your goodness!

Regards,
Alexandra.

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Coventry City Council

Councillor Glenn Williams

Helen Lynch
Legal Services
Council House
Earl Street
Coventry

Council House
Earl Street
Coventry
CV1 5RR

Please contact Councillor G Williams
Direct line 024 7683 1039
Email: glenn.williams@coventry.gov.uk

Our Reference: GW/MS/HL
Date: 31 October 2016

Dear Helen,

Response to Final Report

Thank you for your letter and I would like to respond by saying that having fully read the final report I am still in agreement with Para. 76. I am also in total agreement with para. 40.

I do not agree with para. 39 and therefore I am not in full agreement with para. 75 for the same reasons as expressed in my previous letter of 6th October.

I would also suggest that HL12 from the investigation exhibits is not relevant. Approximately six weeks after that article was published I met Mr Robinson by chance in the lift here at the Council House. His first words to me were "remind me where I know you from" which would suggest to me that he neither wrote nor had any involvement with that article, as he would surely have recognised me straight away due to the extensive press coverage.

However, I have considered fully your report and also the conversation I had with Peter Wiseman. I am partially in agreement with para. 70 and can see clearly the point that you are making. Therefore, although I am not in total agreement with your report, **I do accept the findings you make at paragraphs 75 & 76.**

In response to part of your letter, I would like to add that I don't consider it necessary for any part of a hearing to be held in private session.

I hope that this is satisfactory and will be an end to this matter.

Yours sincerely,

Councillor Glenn Williams
Bablake Ward

cc. Independent Person, Peter Wiseman

From: Peter Wiseman [REDACTED]
Sent: 31 October 2016 10:47
To: Lynch, Helen
Subject: Re: Final Investigation Report

Sensitivity: Confidential

Dear Helen,

I am simply acknowledging receipt of your e-mail to Cllr. Williams of 28 October.

Kind regards,

Peter

From: Lynch, Helen <Helen.Lynch@coventry.gov.uk>
Sent: 28 October 2016 10:11
To: Williams, Glenn (Cllr)
Cc: Peter Wiseman
Subject: Final Investigation Report

Official Sensitive – Private & Confidential

Dear Councillor Williams,

Please find attached my response to your letter dated 6 October 2016 and my final investigation report for your consideration.

Kind regards

Helen

Helen Lynch
Legal Services Manager (Place & Regulatory)
Council House
Earl Street
Coventry
CV1 5RR

Tel: 024 7683 1587
[REDACTED]

www.coventry.gov.uk

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9 December 2016

Name of Cabinet Member:

N/A - Ethics Committee

Director Approving Submission of the report:

Executive Director, Resources

Ward(s) affected:

None

Title: Code of Conduct Update

Is this a key decision?

No

Executive Summary:

This report updates members of the Ethics Committee on any national issues in relation to the ethical behaviour of elected members and the local position in Coventry with regard to Code of Conduct issues.

Recommendations:

The Ethics Committee is recommended to:

1. Note the cases determined under the new regime nationally and request that the the Legal Services Manager, Place and Regulatory in consultation with the Chair of the Ethics Committee, shares the case updates with all elected Members; and
2. Note the local position relating to the operation of the Council's Code of Conduct and to delegate any actions arising from these to the Legal Services Manager, Place and Regulatory in consultation with the Chair of the Ethics Committee.

List of Appendices included:

Appendix: Decision Notices in respect of standards hearing held by another authority

Other useful background papers can be found at the following web addresses:

None

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title: Code of Conduct update

1. Context (or background)

1.1 The Council's Ethics Committee agreed that the Monitoring Officer would provide a regular update on cases relating to the Members' Code of Conduct on a national basis. This is to facilitate the Ethics Committee's role in assisting the Council with its duties under section 27 of the Localism Act 2011 to promote and maintain high standards of member conduct.

1.2 The national picture

1.2.1 Since the abolition of the Standards Board for England, national statistics and case reports are no longer collated. Therefore the cases reported are taken from general research.

1.2.2 Councillor H: East Riding of Yorkshire Council

A complaint was made by the company operating a household waste recycling centre on behalf of the Council. It alleged that Cllr H visited the centre and tried to dispose of waste that was not household waste. On being told she could not do this, she forcibly pushed an employee so that he was pushed into a wall. She also identified herself as a councillor.

The hearing into the complaint included CCTV footage of the incident and the committee concluded that the councillor had breached the code of conduct in that she had failed to treat others with respect and had behave in such a way as to bring her office or authority into disrepute.

The Standards Committee recommended to the Council that Cllr H should write a letter of apology to the employee concerned and should be removed from membership of the Standards Committee.

1.2.3 Councillor G: West Rainton and Leamside Parish Council

This case arose from a series of complaints concerning the alleged conduct of Cllr G at various Parish Council and Parish Meetings when he was alleged to have been guilty of being disrespectful to others and acting in an intimidatory manner. The complaints related to:

- Facebook postings containing disrespectful and threatening content;
- allegations that Cllr G had moved boulders surrounding the village green;
- his manner when confronting others with complaints about their actions or those of their contractors affecting the village green.

The Standards Committee concluded that Cllr G had failed to treat others with respect. His behaviour, while not amounting to bullying, had bordered on being intimidatory. Cllr G was asked to make a public apology for his behaviour and to undertake training.

1.2.4 Councillor M: Syston Town Council

This case concerns a number of complaints made by the Town Manager about the behaviour of a town councillor over a period of around 10 months. The main complaints were:

- (a) Cllr M raised gossip about the Town Manager with her and others.
- (b) She pursued information on stationery costs to the point of an altercation and in doing so, she did not engage appropriately with the Town Manager.
- (c) Cllr M prevented the Town Manager from speaking at Committee meetings.
- (d) She gave unreasonable and inappropriate instructions to the Town Manager and sent hostile and intimidating communications to the Town Manager.
- (e) The general conduct of Cllr M towards the Town Manager was one of harassment and lack of respect.

The Hearings Panel decided that although some allegations did not amount to a breach of the Code of Conduct, Cllr M had breached the following provisions of her council's Code of Conduct:

- Valuing staff and engaging with them in an appropriate manner that underpins mutual respect;
- Behaving in accordance with the Council's policies (in respect of the Dignity at Work and Harassment, Bullying and Discrimination Policies);
- Listening to statutory officers and taking all relevant information into consideration;
- Always treating people with respect, including those you work alongside.

The Hearings Panel decided to recommend to Syston Town Council that:

- that a formal letter be issued to Cllr M setting out the breaches of the Code of Conduct as identified by the Panel;
- that the Council remove Cllr M from her appointment as Chair of the Amenities Committee, and prevent her from holding the position of Chair or Vice-chair of any other Council committees or the Council itself for a minimum period of 18 months; and
- that the Council should give serious consideration to engaging professional mediation services in order to improve the specific situation between Cllr M and the Town Manager, and also to engaging professional assistance in order to promote good governance and improve working practices both between councillors, and between councillors and employees.

1.2.5 Councillor T: Honiton Town Council

Cllr T was found to have breached Honiton Town Council's Code of Conduct at a hearing in November 2015 held by East Devon District Council's Standards

Committee. The Standards Committee recommended to Honiton Town Council that it impose particular sanctions upon Cllr T. The Town Council, however, decided to impose its own sanctions which went further than those recommended by the committee.

Cllr T sought permission for a judicial review of Honiton Town Council's decision to impose its own sanctions on him and was successful, even though Honiton Town Council had subsequently rescinded the sanctions. The substantive case was due to be heard in the High Court on 9 and 10 November. At the time of writing this report there was no further information available on the outcome of the hearing. The Acting Monitoring Officer will update the Committee at the meeting.

1.3. The local picture

Complaints under the Code of Conduct

1.3.1 The Ethics Committee has requested that the Monitoring Officer report regularly on any complaints received relating to Members of Coventry City Council.

1.3.2 The Monitoring Officer has received three new complaints, since the date of the last Committee meeting:

- (a) A complaint by one councillor that another councillor had failed to declare all their interests in a timely manner. The Acting Monitoring Officer has dealt with this under Stage 1 of the Complaints Protocol. She met with the Subject Member in relation to the allegations and where appropriate the Subject Member updated his register of interests. The Acting Monitoring Officer has also written to the Subject Member reminding him of the requirement to update his register within 28 days of any changes.
- (b) A complaint by one councillor that another councillor made inappropriate and disrespectful remarks about them in an email copied (in error) to other councillors and employees. This matter has been resolved at Stage 1 through informal action with the councillor concerned being asked to apologise for circulating the email so widely. The apology was circulated to all recipients of the original email. In addition the Acting Monitoring Officer and the Chief Executive are to meet with the respective Group Leaders and Whips (a separate meeting for each group) to consider how to re-set standards of behaviour amongst Members to ensure that complaints of this nature do not arise again in the future.
- (c) With regard to the final matter, although she has received no formal complaint, the Acting Monitoring Officer has investigated the circumstances surrounding remarks alleged to have been made by a councillor both on social media and in interviews with the media. The City Council has a statutory duty to promote and maintain high standards of conduct by Elected Members. It was therefore considered appropriate (despite the lack of complaint) to investigate the comments made to establish whether they amount to a breach of the code. The Acting Monitoring Officer has completed her report and the matter will be dealt by way of a hearing to determine whether any sanction should be imposed.

1.3.3 The Committee was due to conduct a hearing into a complaint on 12 September, which was unable to go ahead due to unforeseen circumstances. The complaint is being reviewed by a new investigator and will come before members in due course.

1.3.4 All complaints are handled in accordance with the agreed Complaints Protocol. No findings have been made by the Local Government Ombudsman in relation members of Coventry City Council. No complaints have been received by the Monitoring Officer in respect of Allesley, Finham or Keresley Parish Councils.

Training for Parish Councils

1.3.4 The Acting Monitoring Officer ran a training session for parish councils on the Code of Conduct and Declaration of Interests on 28th July. This was attended by all Finham Parish councillors together with the clerks from both Finham and Keresley. The Acting Monitoring Officer also delivered a short training session to Allesley Parish Council on Disclosable Pecuniary Interests on 18th July which was attended by the clerk and four of the seven councillors. A further short session on the code was held in October which was attended by the Clerk and six councillors.

Training for City Councillors

1.3.6 The Acting Monitoring Officer has held two further training sessions for city councillors who were unable to attend the three sessions held on in June. These sessions were on 8th and 13th September and a total of 11 councillors attended. Over the five sessions held, 43 out of the 54 councillors have attended. Of the 11 remaining, 2 undertook the training in 2015 and so there are just 9 councillors who need to complete the training.

1.3.7 The Acting Monitoring Officer has written to the party group leaders to ask them to remind the remaining 9 councillors of the need to undertake the training and will arrange another session for them. In addition, the Monitoring Officer has delivered the same training for legal and governance services officers who advise members at meetings.

Letter to Secretary of State

1.3.8 At its meeting on 15 July the Committee authorised the Acting Monitoring Officer, in consultation with the Chair to send a letter to the Secretary of State putting forward the recommendation that there needs to be a change to the legislation in respect of displaying/providing personal information in the public domain.

The Acting Monitoring Officer wrote to the Secretary of State on 31st August 2016 and received a reply on 13th October. Both letters are attached at the Appendix to this report.

2. Options considered and recommended proposal

Members of the Committee are asked to:

- (a) Note the cases determined under the new regime nationally and request that the Legal Services Manager, Place and Regulatory, in consultation with the

Chair of the Ethics Committee bring the case summaries to the attention of all elected Members; and

- (b) Note the local position relating to the operation of the Council's Code of Conduct and to delegate any actions arising from these to the Legal Services Manager, Place and Regulatory, in consultation with the Chair of the Ethics Committee.

3. Results of consultation undertaken

- 3.1 There has been no consultation as there is no proposal to implement at this stage which would require a consultation.

4. Timetable for implementing this decision

- 4.1 The case summary will be shared with all elected Members as soon as possible and in any event before the next meeting of the Committee.

5. Comments from Executive Director, Resources

- 5.1 Financial implications
There are no specific financial implications arising from the recommendations within this report.
- 5.2 Legal implications
There are no specific legal implications arising from this report. The issues referred to in this report will assist the Council in complying with its obligations under section 27 of the Localism Act 2011.

6 Other implications

None

6.1 How will this contribute to achievement of the Council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / Local Area Agreement (or Coventry Sustainable Community Strategy)?

Not applicable.

6.2 How is risk being managed?

There is no direct risk to the organisation as a result of the contents of this report.

6.3 What is the impact on the organisation?

No direct impact at this stage

6.4 Equalities / EIA

There are no public sector equality duties which are of relevance at this stage.

6.5 Implications for (or impact on) the environment

None

6.6 Implications for partner organisations?

None at this stage

Report author(s): Carol Bradford

Name and job title: Corporate Governance Lawyer, Place & Regulatory Team, Legal and Democratic Services

Directorate: Resources

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Usha Patel/Suzanne Bennett	Governance Services Officer	Resources	30.11.16	30.11.16
Names of approvers for submission: (officers and members)				
Finance: Kathryn Sutherland		Resources	28.11.16	01.12.16
Legal: Helen Lynch	Legal Services Manager (Place and Regulatory)	Resources	28.11.16	29.11.16
Chris West	Executive Director Resources	Resources	28.11.16	01.12.16
Councillor Walsh	Chair of Ethics Committee		18.11.16	18.11.16

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Appendix

Letter to Secretary of State

31 August 2016

Dear Secretary of State

Code of Conduct Training and Declaration of Interests

I am writing on behalf of Coventry City Council's Ethics Committee.

At its meeting in July 2016, the Committee considered the legal requirements to publish the home addresses of Councillors. The three principal requirements are set out below;

- i) The requirement to register interests in land within the City on the Register of Disclosable Pecuniary Interests;
- ii) The requirement to publish the addresses of Cabinet Members in the Council's Constitution; and
- iii) the authority must hold a register open to public inspection which lists the name and addresses of Councillors and the wards they represent (s.100G Local Government Act 1972).

Members of the Committee have recently completed personal safety training as well as received guidance from West Midland Police.

The Committee were concerned that the legislative requirements to publish home addresses is at odds with this guidance. Whilst they understand and support the need for openness and transparency, they are concerned that the publishing of addresses potentially puts them at an increased risk of violence and intimidation.

The Committee requested that I write to you to ask whether other authorities had expressed similar concerns and/or whether you would be minded to review the requirements.

I look forward to hearing from you.

Yours faithfully,

Helen Lynch
Legal Services Manager (Place and Regulatory), Acting Monitoring Officer

Response from Secretary of State



Department for
Communities and
Local Government

**Department for Communities and Local
Government**

Fry Building
2 Marsham Street
London

Helen Lynch
Legal Services Manager
(Place and Regulatory),
Acting Monitoring Officer
Coventry City Council

E-Mail: stuart.young@communities.gsi.gov.uk

www.gov.uk/dclg

By email
Helen.Lynch@coventry.gov.uk

Our Ref: 2705251
Your Ref:

Date: 13 October 2016

Dear Ms Lynch,

Thank you for your letter of 31 August to The Rt Hon Sajid Javid MP, asking if the requirement for councillors to register property as interests is at odds with their personal safety. As I am sure you will appreciate, the Secretary of State receives a great deal of correspondence and cannot reply to it all personally. Instead, the correspondence unit here at the Department for Communities and Local Government allocate the correspondence to the team with policy responsibility for the content of the correspondence. I am responding to your letter because I work in the team here at the Department for Communities and Local Government that deals with the conduct of councils and councillors.

I was sorry to read of your concerns. It is important that members of the public know that elected members are putting the interests of the public before their own, personal, interests. That is why the Localism Act 2011 introduced new rules on the registering and disclosing of certain pecuniary interests, including property owned in the local authority area.

Whilst there has been no concern expressed that this might somehow endanger local authority members, the rules do allow for certain pecuniary interests not to appear on the public register, as reflected in the Department's guidance on openness and transparency on personal interests: 'a guide for councillors'.

The section titled 'Is there any scope for withholding information on the published register', notes 'Copies of the register of members' interests which are available for inspection or published must not include details of a member's sensitive interest, other

than stating that the member has an interest the details of which are withheld. A sensitive interest is one which the member and the monitoring officer, who is responsible for the register of members' interests, consider that disclosure of its details could lead to the member, or a person connected to the member, being subject to violence or intimidation'.

I hope that my advice is of some assistance, and that you are able to resolve your complaint or concerns.

Yours sincerely,

Stuart Young

Stuart Young
Local Government Stewardship
Intervention and Conduct
Department for Communities and Local Government
North East Quadrant
Fry Building, 2 Marsham Street
London. SW1P 4DF

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Ethics Committee

9th December 2016

Name of Cabinet Member:

N/A- Ethics Committee

Director Approving Submission of the report:

Executive Director, Resources

Ward(s) affected:

Not applicable

Title: Review of Ethical Standards in Parish Councils

Is this a key decision?

No

Executive Summary:

The Committee's work programme includes a report on the operation of the ethical standards regime in parish councils within the city. The Committee last considered this topic in December 2014. Since then a new parish council, Finham, has been established since 1 April 2016 with new councillors elected in May 2016.

The Acting Monitoring Officer has contacted the Clerks to all three parish councils and asked them to provide information about how ethical standards are maintained within the parish councils. The information provided is summarised in paragraph 2.3 of the report.

The Committee is asked to note that the Acting Monitoring Officer, and the City Council, has a limited role in the operation of Parish Councils. That role is limited to maintaining and publishing the register of interests for parish councillors and dealing with complaints about parish councillors under their Code of Conduct.

The Committee is asked to note the current provision with regard to ethical standards in the parish councils and consider whether it wishes to undertake further work on this topic. In addition it is recommended that the Acting Monitoring Officer be requested to offer suggestions to parish clerks on where their good practice on ethical standards might be further improved.

Recommendations:

- (1) The Ethics Committee is recommended to consider the report and decide whether any further work on this topic should be undertaken; and
- (2) The Acting Monitoring Officer be requested to offer any suggestions to the parish clerks on where their good practice on ethical standards might be further improved.

List of Appendices included:

None

Other useful background papers:

None

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title: Review of Ethical Standards in Parish Councils

1. Context (or background)

- 1.1 The Committee's work plan for 2016/17 includes an item to review the operation of ethical standards in parish councils in the City Council's area. The Committee last considered this matter in December 2014 since when a new parish council, Finham, has been established.
- 1.2 This report sets out some background information about parish councils nationally and then gives some general information about the three parish councils in Coventry. The final section gives more detailed information about how ethical standards, openness and transparency are maintained within the three councils.

2. Options considered and recommended proposal

2.1 Status and Functions of Parish Councils

- 2.1.1 Parish councils are the most local tier of elected local government. The size of parishes, their electorates and spending power vary from one council to the next. Parish councils can adopt one of a number of different 'styles' such as 'village', 'town', 'neighbourhood' or 'community' council but they remain as parish councils and the style adopted has no effect on the status or legal powers available to the council. Much of the workings of parish councils is still governed by the Local Government Act 1972.
- 2.1.2 There are around 9,500 parish councils in England but these only cover about 30% of the population and are mainly found in rural areas. However, following changes in the legal mechanism for establishing parish councils, there has been a growth in parish councils being created in urban and suburban areas. Finham is one such parish council, its first councillors being elected in May 2016.
- 2.1.3 Parish councils may raise a 'precept' on the council tax bills produced by their local billing authority (in our case, the City Council). This is essentially a demand for a sum to be collected through the council tax system. Council tax-payers cannot refuse to pay it, and the billing authority cannot refuse to levy it. It is the only source of tax revenue available to parish councils. Parish Councils may set allowances for their members but in practice it is understood that few do

2.2 Parish Councils in Coventry

There are three parished areas within Coventry City: Allesley, Finham and Keresley. Each has a parish council which meet around 8 to 10 times a year. The table below sets out some information about the financial position and operation of the three parish councils.

	Allesley Parish Council	Finham Parish Council	Keresley Parish Council
Number of Seats on Council	8	10	7
Number of councillors (as at	7	10	6, but an additional councillor has been

4 th November 2016)			appointed with effect from 15 November
Members' or chair's allowance paid?	Yes: Chair's allowance £50 per annum	No	No
Funding for 2016-17:	Precept 8,125 Grant <u>621</u> TOTAL <u>£8,836</u>	Precept 20,455 Grant <u>3,821</u> TOTAL <u>£24,276</u>	Precept 1,457 Grant <u>354</u> TOTAL <u>£1,811</u>
Precept charge per Band D property	£25.53 per annum	£13.94 per annum	£6.44 per annum

2.3 Operation of Ethical Standards in Parish Councils

2.3.1 The role of the Acting Monitoring Officer and of the City Council itself in the operation of parish councils is limited. The Acting Monitoring Officer is required to publish the register of interests of parish councillors and to deal with complaints about parish councillors under their code of conduct. In all other areas of ethical standards and governance the Acting Monitoring Officer, and the City Council, can only advise parish councils on good practice and cannot require them to take a particular course of action. How the parish council operates is a matter for the parish council.

2.3.2 Officers have contacted the Parish Clerks of all three parish councils to seek information about how they perceive the ethical standards regime is operating within their council. The current position with regard to the operation of the ethical standards regime is as follows:

2.3.3 Adoption of Code of Conduct

All Parish Councils have adopted a Code of Conduct as required by the Localism Act 2011. Allesley Parish Council's code was adopted on 22nd October 2012 and is based on the National Association of Local Council's Model Code of Conduct. Finham and Keresley Parish Councils' codes are both based on the City Council's code and were adopted on 19th May 2016 and 25th September 2012 respectively.

It is too early for Finham to have reviewed its Code of Conduct and Keresley has not reviewed its Code since it was introduced. Both Finham and Keresley publish a copy of their Code of Conduct on their website.

2.3.4 Completion and Review of Register of Disclosable Pecuniary Interests

All parish councillors have completed declarations in respect of their Disclosable Pecuniary Interests and any other interests that they are required to declare under their council's Code of Conduct. The Register of Interests for all three councils appears on the City Council's website and on the website of each parish council.

Following the training provided by the Acting Monitoring Officer in July and October, a number of parish councillors have updated their forms. Finham Parish Council has a standing item on its agenda reminding councillors to keep their register under review and has indicated that forms will be reviewed annually. Keresley councillors review their declarations annually.

2.3.5 Declaration of Interests at Meetings

All three Parish Councils have a standing item on each agenda asking members to declare any interests. In the last 12 months, there have been two individual declarations of interest at Keresley Parish Council meetings and two at Finham since its meetings started in May 2016.

Requirement to leave room: The Localism Act only requires councillors with a Disclosable Pecuniary Interest in an item to refrain from participating in the discussion or voting on the matter. There is no requirement to leave the meeting room. However, the Act allows councils to include a provision in its Standing Orders excluding members with an interest from the room. Both Finham and Keresley have such a requirement in their standing orders.

2.3.6 Standing Orders

Standing Orders are a set of procedural rules that govern how meetings are run and the financial and contract procedures for parish councils. They are usually based on model standing orders. Publishing the Standing Orders of a parish council allows residents and others to see how the parish council operates and promotes transparency.

Both Finham and Keresley publish their Standing Orders on their website. Keresley last reviewed its standing orders at its annual meeting in May 2016 and it is too early for Finham to have done so.

2.3.7 Training for Councillors and Clerks

This year, the Acting Monitoring Officer has offered training on disclosable pecuniary interests and the Code of Conduct to all parish councillors and clerks to the Council. The session in July was attended by all ten of the parish councillors from Finham and the clerks to both Finham and Keresley. No Keresley parish councillors attended. The Acting Monitoring Officer also delivered the same training but in two separate sessions for Allesley Parish Council immediately prior to their scheduled meetings. The Clerk and four councillors attended both sessions and two councillors attended the second session. Finham parish councillors and their clerk have also undertaken several other training courses as might be expected with a new parish council.

2.3.8 Publication of Meeting Dates, Agendas, Reports and Minutes on Website

All three parish councils have a website. The extent to which the dates of meetings, agendas, reports and minutes are published on the website varies a little from council to council.

2.3.9 Complaints about Parish Councillors

Since July 2012 there have been no complaints made to the Monitoring Officer against parish councillors.

Neither Allesley nor Finham have any information on their websites about how members of the public can complain about councillors, however Finham does have a copy of the City Council's Complaints Protocol which sets out how complaints will be dealt with. Keresley publishes its complaints procedure. All have information about how to get in touch with the parish council or clerk.

2.3.10 *Public Engagement with Parish Councils*

All three councils have an item at the beginning of the meeting where members of the public can speak on items of concern on the agenda. Finham has on average five members of the attending meetings and Keresley around eight.

2.4 **Conclusions and Recommendations**

2.4.1 *Conclusions*

All three parish councils have good procedures in place to ensure that their councillors comply with their legal duties to register their statutory interests as well as prompts on agendas to remind them to declare them. All have websites which provide useful information for the public on the work of the parish councils although the completeness of this information varies between councils. It should be remembered that parish clerks have limited resources available to them and there are not the same legal obligations on parish councils to publish documents such as agendas, reports and minutes on their websites as apply to the City Council. The minimum legal requirement is to give notice of a meeting in a conspicuous place in the parish and to allow minutes to be inspected. There is no legal requirement to publish documents on their websites.

All parish councils have a session at the start of each meeting to allow members of the public to speak on matters of concern which helps to promote good engagement with the community and an understanding of what the parish council does. It would be good practice for all the parish councils to publish their Code of Conduct on their website and ensure that they have information on how members of the public can complain about potential breaches of the Code of Conduct.

2.4.2 *Recommendations*

The Committee is recommended to:

- (1) to consider the report and decide whether any further work on this topic should be undertaken; and
- (2) the Acting Monitoring Officer be requested to offer any suggestions to the parish clerks on where their good practice on ethical standards might be further improved.

3. **Results of consultation undertaken**

The advice and views of the Clerks to Allesley, Finham and Keresley Parish Council have been sought and their comments, where received, are incorporated into this report.

4. **Timetable for implementing this decision**

Not applicable

5. **Comments from Executive Director, Resources**

5.1 Financial implications

There are no specific financial implications arising from the recommendations within this report.

5.2 Legal implications

There are no specific legal implications arising from this report.

6. Other implications

None

6.1 How will this contribute to achievement of the Council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / Local Area Agreement (or Coventry Sustainable Community Strategy)?

Not applicable.

6.2 How is risk being managed?

This review forms part of the process of managing risk within the parish councils and ensuring high standards of ethical behaviour.

6.3 What is the impact on the organisation?

Any proposals arising from this report will help to promote high standards amongst elected members in accordance with the Localism Act.

6.4 Equalities / EIA

There are no public sector equality duties which are of relevance.

6.5 Implications for (or impact on) the environment

None

6.6 Implications for partner organisations?

None at this stage

Report author(s): Carol Bradford

Name and job title: Solicitor Place and Regulatory Team, Legal and Democratic Services

Directorate: Resources

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Enquiries should be directed to the above person.

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Names of approvers for submission: (officers and members)				
Finance: Kathryn Sutherland	Finance	Resources	28.11.16	01.12.16
Helen Lynch	Legal Services Manager, Place and Regulatory and Acting Monitoring Officer	Resources	28.11.16	29.11.16
Chris West	Executive Director Resources	Resources	28.11.16	01.12.16
Cllr Walsh	Chair Ethics Committee		18.11.16	18.11.16

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9 December 2016

Name of Cabinet Member:

N/A- Ethics Committee

Director Approving Submission of the report:

Executive Director, Resources

Ward(s) affected:

None

Title:

Committee on Standards in Public Life: Annual Report for 2015-16

Is this a key decision?

No

Executive Summary:

This report is to outline the matters raised in the Annual Report for 2015-2016 of the Committee on Standards in Public Life and to inform the Ethics Committee of relevant matters of concern in their work area on a national level.

Recommendations:

The Ethics Committee is recommended to

- (1) note the content of the report and consider any points upon which it may wish to take action; and
- (2) request the Acting Monitoring Officer to continue to monitor the national picture as regards standards and report back on any issue which may be of relevance to the Council on a local level including the proposed review of local authority standards by the Committee for Standards in Public Life.

List of Appendices included:

None

Other useful background papers:

Annual Report of the Committee on Standards in Public Life 2015/16:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/543819/CSPL_Annual_Report_2015-2015.pdf

Sixteenth Report of the Committee on Standards in Public Life:- Striking the Balance: Upholding the Seven Principles of Public Life in Regulation:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/554817/Striking_the_Balance_web_-_v3_220916.pdf

Ethical Standards for Providers of Public Services-Guidance:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/481535/6.1291_CO_LAL_Ethical_standards_of_public_life_report_Interactive_2_.pdf

Fifteenth Report of the Committee on Standards in Public Life:- Tone from the Top: Leadership, ethics and accountability in policing.

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/439208/Tone_from_the_top_-_CSPL.pdf

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title: Committee on Standards in Public Life: Annual Report 2015-16

1. Context (or background)

1.1 The Committee on Standards in Public Life ('the CSPL') was set up in 1995. It monitors, reports and makes recommendations on all issues relating to standards in public life. This includes not only the standards of conduct of holders of public office, but all those involved in the delivery of public services. Its purpose is to help promote and maintain ethical standards in public life and thereby to protect the public interest through:

- monitoring standards issues and risks across the United Kingdom (by invitation in the devolved areas);
- conducting inquiries and reviews and making practical and proportional recommendations that are generally implemented;
- researching public perceptions on standards issues relating to specific areas of concern, and also over time.

Its terms of reference make it clear that it encompasses all involved in the delivery of public services, not solely those appointed or elected to public office.

1.2 Whilst it is a national body, having an overarching concern about public standards, its views and recommendations can be taken in account by local government and other organisations delivering public services when designing, implementing and monitoring their own ethical standards regime. The CSPL has undertaken and been involved in 3 key pieces of work in their financial year 2015-2016 (to which this report relates):

- A review of how regulators seek to uphold the Seven Principles of Public Life
- Provision of online guidance on ethical standards for providers of public services
- An inquiry into police accountability

The CSPL has also published its Forward Plan for 2016/17.

1.3 This report gives a very brief overview of the main areas of work of the CSPL as well as setting out those matters raised in the Annual Report 2015-2016 ('the Annual Report') which relate specifically to local government standards.

2 Options considered and recommended proposal

2.1 *Ethics for Regulators*

2.1.1 The CSPL carried out a review of how the Seven Principles of Public Life are being upheld in organisations which regulate a range of sectors and professions in the United Kingdom. The final report was published in September 2016, after the Annual Report.

2.1.2 The review reflects the CSPL's fundamental belief that a regulatory body should conduct itself in ways which are – and are seen to be – ethically acceptable. There is huge disparity between regulators, both in terms of size, statutory powers and governance as well as standards of practice. All, however, need to maintain their integrity through independence, both from government and those they regulate.

2.1.3 The CSPL made a number of recommendations for best practice in six key areas. Set out below are a selection of the recommendations. The full set of recommendations can be viewed at paragraphs 9 to 30 of the report.

2.2 Ethical Standards for Providers of Public Services Guidance: Follow Up

In December 2015 the CSPL published an online guide for providers of public services, whether outsourced or in-house to promote high ethical standards. The guide followed an earlier report that it had produced which established the importance of common standards for everyone delivering public services.

2.3 Police Accountability

2.3.1 In June 2015, the CSPL produced its report “Tone from the Top—Leadership, Ethics and Accountability in Policing”. It found that public experience of core policing values is generally positive. Most respondents thought senior police officers could be trusted to tell the truth and that they would be treated fairly when reporting as a victim of crime. Although most people felt that the police are held to account for their actions, many were unclear who to complain to about problems with local policing and thought that local people did not have a say in how the police spent their time and budget.

2.3.2 While the CSPL found plenty of evidence of good practice, it also identified what it considered to be significant standards risks including:

- confusion amongst the public and the participants about roles and responsibilities, especially in relation to where operational independence and governance oversight begin and end;
- a significant absence of a clear process to take action against a Police and Crime Commissioner whose conduct falls below the standards expected of public office holders;
- concerns about the robustness of current selection processes for chief officers;
- barriers to the effective operation of Police and Crime Panels as scrutinisers including support, resources and the consistency and credibility of representative membership;
- a lack of timely and accessible information being provided to Police and Crime Panels by PCCs affecting the Panels’ ability to scrutinise and support the PCC;
- potential for high risk conflict of interests in roles jointly appointed by PCCs and Chief Constables (which although relatively rare, may increase in number) and risks inherent in the combined role of Chief Executive and Monitoring Officer to the PCC.

2.3.3 The CSPL made a number of key recommendations including:

- an urgent review should be conducted by the Home Office of powers to take action against a PCC;
- PCCs’ responsibility for holding Chief Constables to account on behalf of the public should explicitly include holding the Chief Constable to account for promoting ethical behaviour and embedding the College of Policing’s Code of Ethics. Each PCC’s Police and Crime Plan should set out how they intend to do this, and their Annual Report should show delivery against the objectives set out in the plan.
- Appointment procedures for the PCC’s office should be open and transparent.
- Police and Crime Panels should produce a forward plan of work specifying, as appropriate, the information required from PCCs in order for them to carry out their work.
- There should be a national code of conduct for PCCs and their deputies.

- There should be a memorandum of understanding between the PCC and Chief Constable to include working arrangements, recognition of the role of statutory officers and a supporting statutory officer protocol.
- National guidance should be developed on the meaning of a decision of 'significant public interest', so that it is better understood when PCCs should publish records of such decisions.

The full set of recommendations is set out at pages 12 to 15 of the report.

2.3.4 The recommendation by the CSPL that there should be a memorandum of understanding between PCCs and their Chief Constables and a statutory officer protocol, supports this Committee's decision to produce a draft Member/Officer Protocol and Monitoring Officer Protocol for consideration by Council.

2.4 *Local Government Standards*

2.4.1 The CSPL has maintained a watching brief on ethical standards in local authorities for a number of years and has been particularly concerned about the lack of effective sanctions under the current standards regime introduced in 2012. It regularly receives correspondence on the issue of ethical standards in local government, at both officer and elected member level. This correspondence includes, for example, calls for a national code of conduct, strengthened guidelines or sanctions or a power of recall.

2.4.2 The CSPL therefore intends to undertake a review to clarify the topics of substantive concern, research the underlying causes and to identify best practice in well-governed authorities. This work will straddle the CSPL's work programme for 2016/17 and 2017/18. The Acting Monitoring Officer will report back to the Committee on progress on this review.

2.5 *Recommendations*

The Ethics Committee is recommended to

- (1) note the content of the report and consider any points upon which it may wish to take action; and
- (2) request the Acting Monitoring Officer to continue to monitor the national picture as regards standards and report back on any issue which may be of relevance to the Council on a local level including the proposed review of local authority standards by the Committee for Standards in Public Life.

3 Results of consultation undertaken

3.1 There has been no consultation as there is no proposal to implement at this stage which would require a consultation.

4. Timetable for implementing this decision

4.1 Not Applicable

5. Comments from Executive Director, Resources

5.1 Financial implications

There are no specific financial implications arising from the recommendations within this report.

5.2 Legal implications

The Council's current standards regime complies fully with the Localism Act 2011. However, the implications of the Annual Report are that the Ethics Committee may wish to continue to monitor how the Code of Conduct is operating at local level.

6. Other implications

None

6.1 How will this contribute to achievement of the Council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / Local Area Agreement (or Coventry Sustainable Community Strategy)?

Not applicable.

6.2 How is risk being managed?

There is no direct risk to the organisation as a result of the contents of this report, but the Ethics Committee may wish to consider the wider impact of the damage to public confidence in the elected membership of the Council if the ethical standards framework is not perceived as transparent and effective.

6.3 What is the impact on the organisation?

There is no immediate impact on the organisation.

6.4 Equalities / EIA

There are no public sector equality duties which are of relevance at this stage.

6.5 Implications for (or impact on) the environment

None

6.6 Implications for partner organisations?

None

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Chris West	Executive Director, Resources	Resources	28.11.16	01.12.16
Cllr Walsh	Chair, Ethics Committee			

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Public report Ethics Committee

9 December 2016

Name of Cabinet Member:

N/A- Ethics Committee

Director Approving Submission of the report:

Executive Director, Resources

Ward(s) affected:

Not applicable

Title:

Work programme for the Ethics Committee 2016/17

Is this a key decision?

No

Executive Summary:

This report suggests areas of work for the Ethics Committee for the remainder of the Municipal Year 2016/17. The Committee is asked to consider the work programme and make any suggestions for additional or alternative reports.

Recommendations:

The Ethics Committee is recommended to review the work programme attached as Appendix 1 and make any changes or amendments the Committee considers appropriate.

List of Appendices included:

Work programme

Other useful background papers:

None

Has it been or will it be considered by Scrutiny?

No

Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?

No

Will this report go to Council?

No

Report title: Work Programme for the Ethics Committee 2016/17

1. Context (or background)

- 1.1 The Committee's Terms of Reference are set out in the Council's Constitution and include the consideration of matters which are relevant to the ethical governance of the Council, its members or employees. This report attaches the agreed programme of work for the Committee, designed to assist the Committee to meet its objectives set out in the Terms of Reference, and to ensure that the Council complies with its obligations under section 27 of the Localism Act 2011 to promote and maintain high standards of conduct amongst elected and co-opted members.
- 1.2 The Committee's work programme takes account of the need to promote standards and addresses this in a number of ways. It is flexible in terms of suggestions from members of the Ethics Committee as to additional or substitute areas which they would want to consider and receive reports on. However, certain items have been included which will help the Committee focus on its key aim to promote high standards of conduct for all members and employees of the Council.

2. Options considered and recommended proposal

- 2.1 As agreed by the Committee, there continues to be a standing item for each meeting, by way of a Monitoring Officer / Code of Conduct update, which incorporates a review of complaints to date and an update on any national issues on the subject of elected member conduct which may be of interest. This is flexible and can cover additional areas which the Committee is particularly concerned about, as they arise.
- 2.2 Secondly the Ethics Committee continues to review declarations of Gifts and Hospitality by both officers and members at six monthly intervals. Reports on both these topics appear elsewhere on the agenda for this meeting together with an update on progress in reviewing the policy on officer gifts and hospitality. This will assist the Committee in reviewing how the two Codes of Conduct are working a day to day basis.
- 2.3 Thirdly, items have been included to ensure an annual review of the position of the parish councils (to be considered at this meeting), a review of the Register of Disclosable Pecuniary Interests (already considered at the July meeting) and a review of the Annual Report from the Committee on Standards in Public Life (also on this agenda). Items had been included for this meeting on the review of the Code of Conduct Complaints Protocol and the draft Member/Officer, and Monitoring Officer, Protocols. These have been moved to the March meeting to allow time to consult with officers and trade unions on the drafts.
- 2.4 Other items that may be included in the work programme as when appropriate include consideration of the Solace Code of Ethics for senior managers and an update on progress on the review of the Whistleblowing Policy.
- 2.5 The Committee is asked to consider the work programme and agree its contents together with any other recommendations.

3. Results of consultation undertaken

None

4. Timetable for implementing this decision

4.1 Not Applicable

5. Comments from Executive Director, Resources

5.1 Financial implications

There are no specific financial implications arising from the recommendations within this report.

5.2 Legal implications

There are no specific legal implications arising from this report, as there is no statutory obligation on the Committee to adopt a work programme. However, the Council must comply with its obligations under section 27 of the Localism Act 2011 and the continuation of a clear programme of work would assist in compliance for the Council as a whole, in its duty to promote high standards of ethical conduct.

6. Other implications

None

6.1 How will this contribute to achievement of the Council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / Local Area Agreement (or Coventry Sustainable Community Strategy)?

Not applicable.

6.2 How is risk being managed?

There is no direct risk to the organisation as a result of the contents of this report.

6.3 What is the impact on the organisation?

If implemented, the work programme will facilitate the promotion of high standards amongst elected members in accordance with the Localism Act.

6.4 Equalities / EIA

There are no public sector equality duties which are of relevance at this stage.

6.5 Implications for (or impact on) the environment

None

6.6 Implications for partner organisations?

None at this stage

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Legal: Helen Lynch	Legal Services Manager Place and Regulatory	Resources	28.11.16	29.11.16
Director: Chris West	Executive Director Resources	Resources	28.11.16	01.12.16
Councillor Walsh	Chair, Ethics Committee		18.11.16	18.11.16

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Appendix

Revised Work Programme for the Municipal year 2016/2017

Meeting date	Topics	Lead Officer
15 July 2016		
	Monitoring Officer/Code of Conduct/ Members Complaints Update.	Helen Lynch
	Annual review of Register of DPLs.	Helen Lynch
	Review of Gifts and Hospitality Section of Employee Code of Conduct	Helen Lynch
16 September 2016		
	Monitoring Officer/Code of Conduct/ Members Complaints Update.	Helen Lynch
	Officers Gifts and Hospitality -Inspection of Registers for first 6 months of 2016.	Helen Lynch
	Members Gifts and Hospitality -Inspection of Registers for first 6 months of 2016.	Helen Lynch
	Recruitment of Independent Persons	Helen Lynch
9 December 2016		
	Monitoring Officer/Code of Conduct/ Members Complaints Update.	Helen Lynch
	Standards in Public Life- update from national body usually published in August each year.	Helen Lynch
	Annual review of Parish Councils ethical standards regime.	Helen Lynch
17 March 2016		
	Monitoring Officer/Code of Conduct/ Members Complaints Update.	Helen Lynch
	Officers Gifts and Hospitality –inspection Inspection of Registers for last 6 months of 2016.	Helen Lynch
	Members Gifts and Hospitality -Inspection of Registers for last 6 months of 2016.	Helen Lynch
	Member Officer Protocol	Helen Lynch
	Monitoring Officer Protocol	Helen Lynch
	Review of Complaints Protocol	Helen Lynch