



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

FINAL

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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