

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"



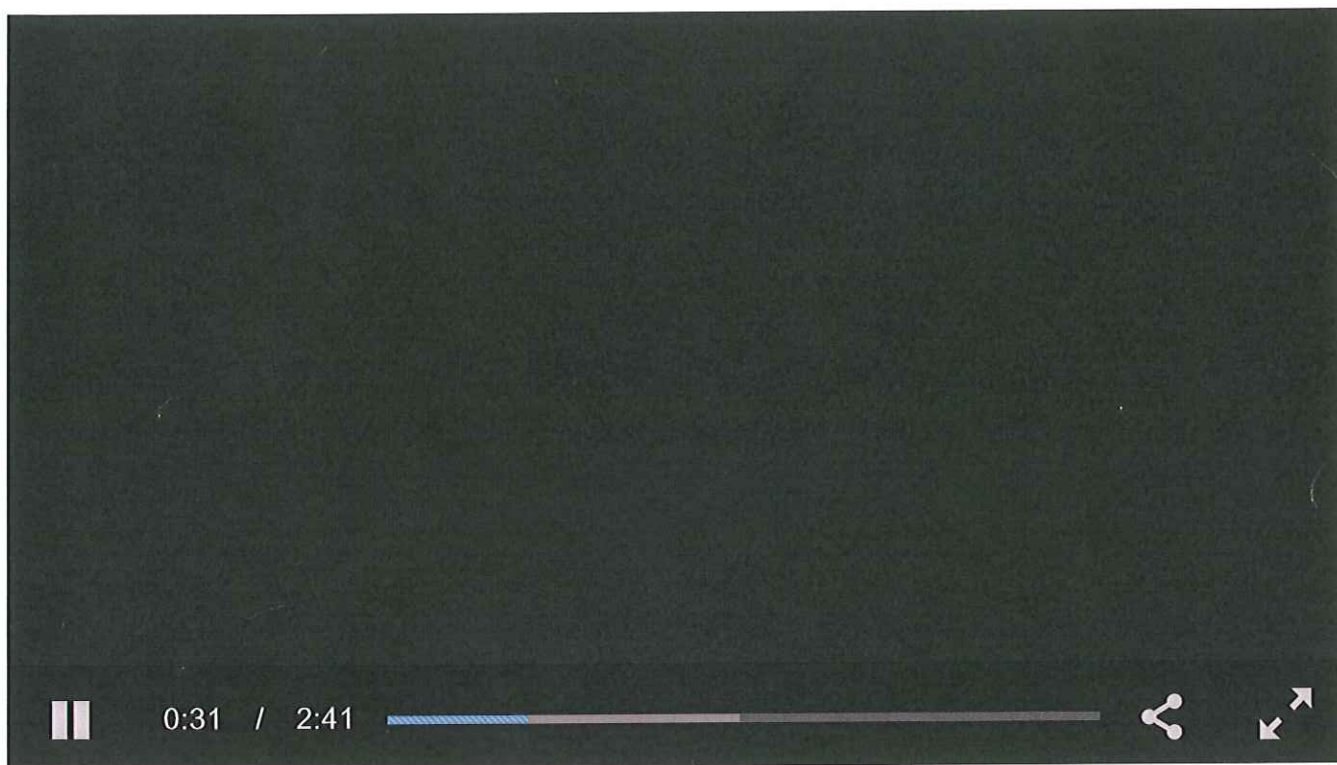
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A Coventry councillor has apologised after telling a fellow [Conservative Party](#) member that he "didn't believe in multi-culturalism" and that "Enoch Powell was right".

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.

[READ MORE](#)

► **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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- ▶ **[Council meeting recap: Future of Godiva uncertain while reduction in rail services threatens Friatgate and City Centre South projects](#)**

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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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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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.
Pathetic.

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MickyTaking

14 days ago

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[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



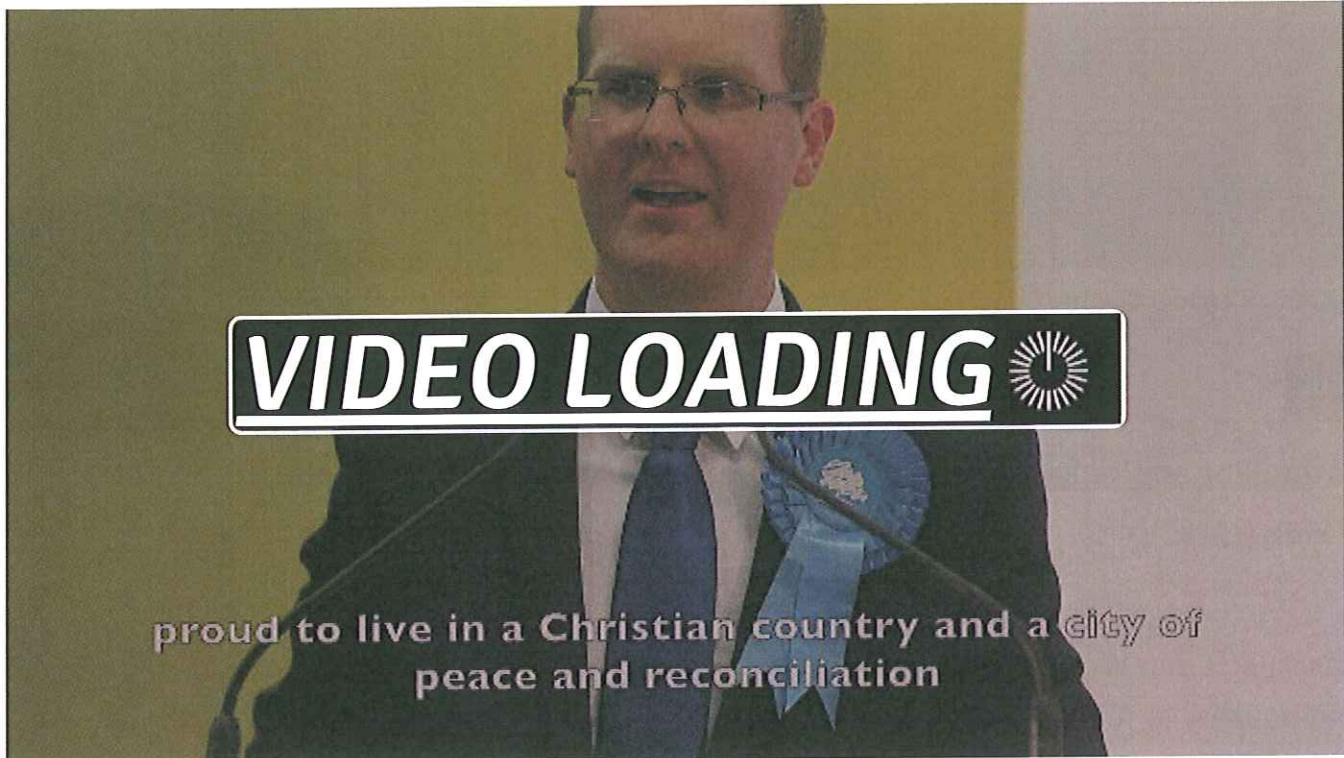
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A [Tory](#) councillor who described Enoch Powell as a personal hero during an immigration rant should resign according to [Coventry City Council's](#) leader.

[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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▶ **Council meeting recap: Future of Godiva uncertain while reduction in rail services threatens Friatgate and City Centre South projects**

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 Encoh 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.

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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Asked about the views expressed by Coun Williams which also included comments such as

“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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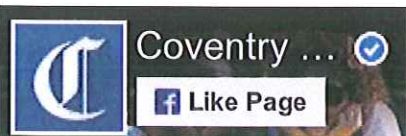
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IftikharAhmad

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.

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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



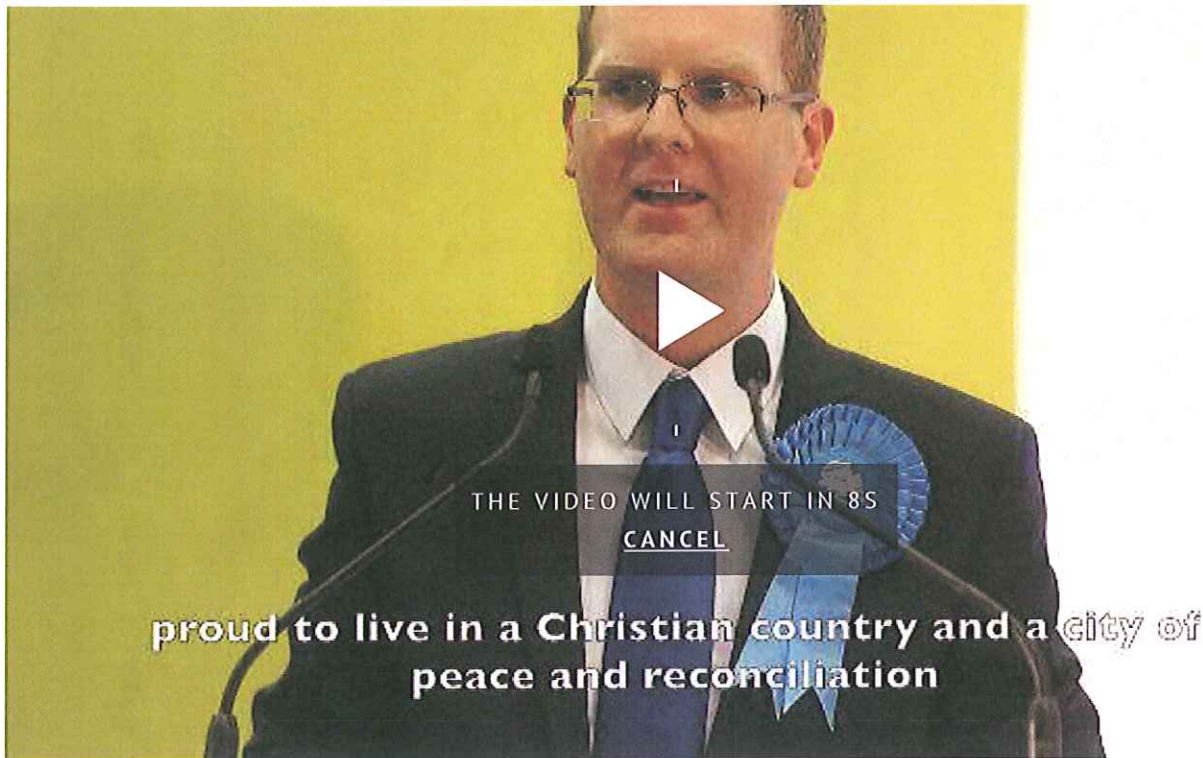
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The Telegraph can exclusively reveal the leaked Whatsapp conversation which has [led a councillor to resign](#).

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

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► [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.

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'

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▶ [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



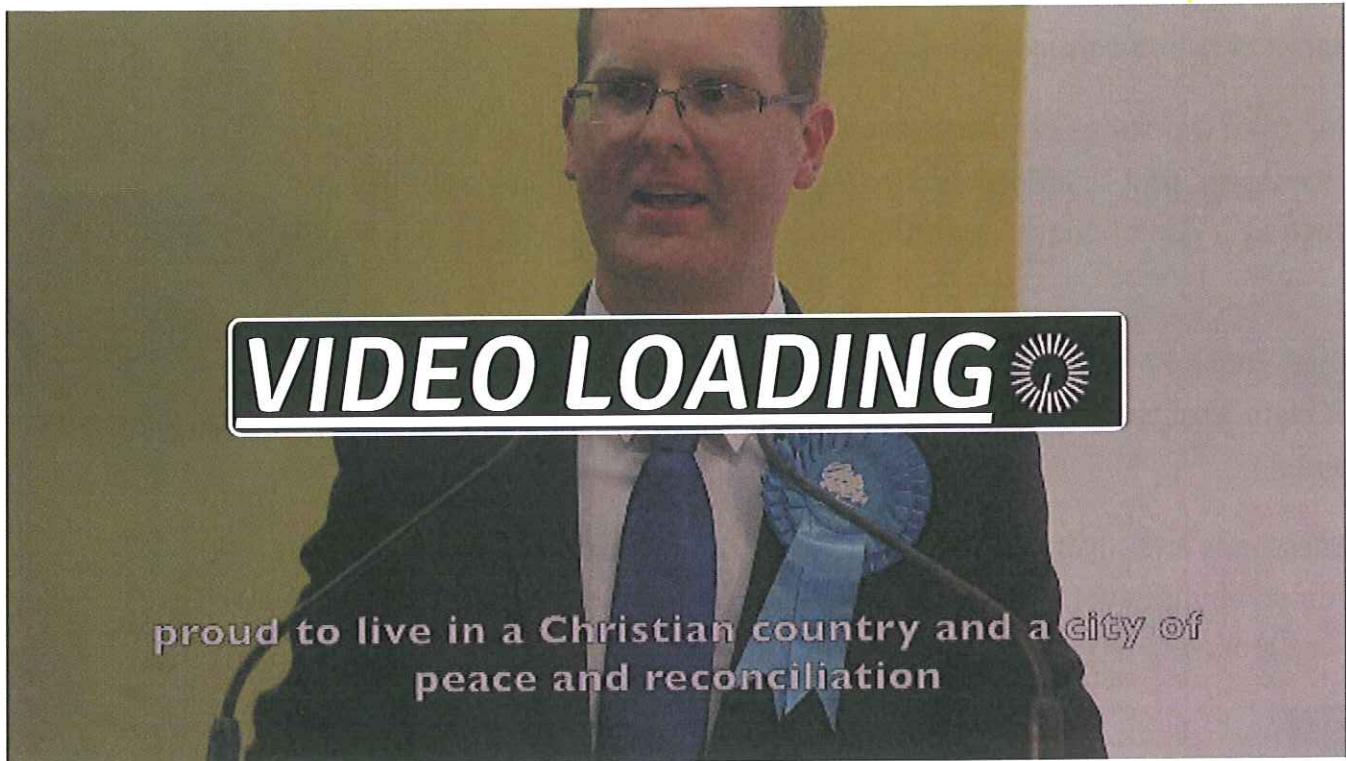
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Listen: Glenn Williams addresses Coventry City Council

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.

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- ▶ **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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[Immigration rant councillor resigns ...](#)



[MP says immigration row councillor s...](#)



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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



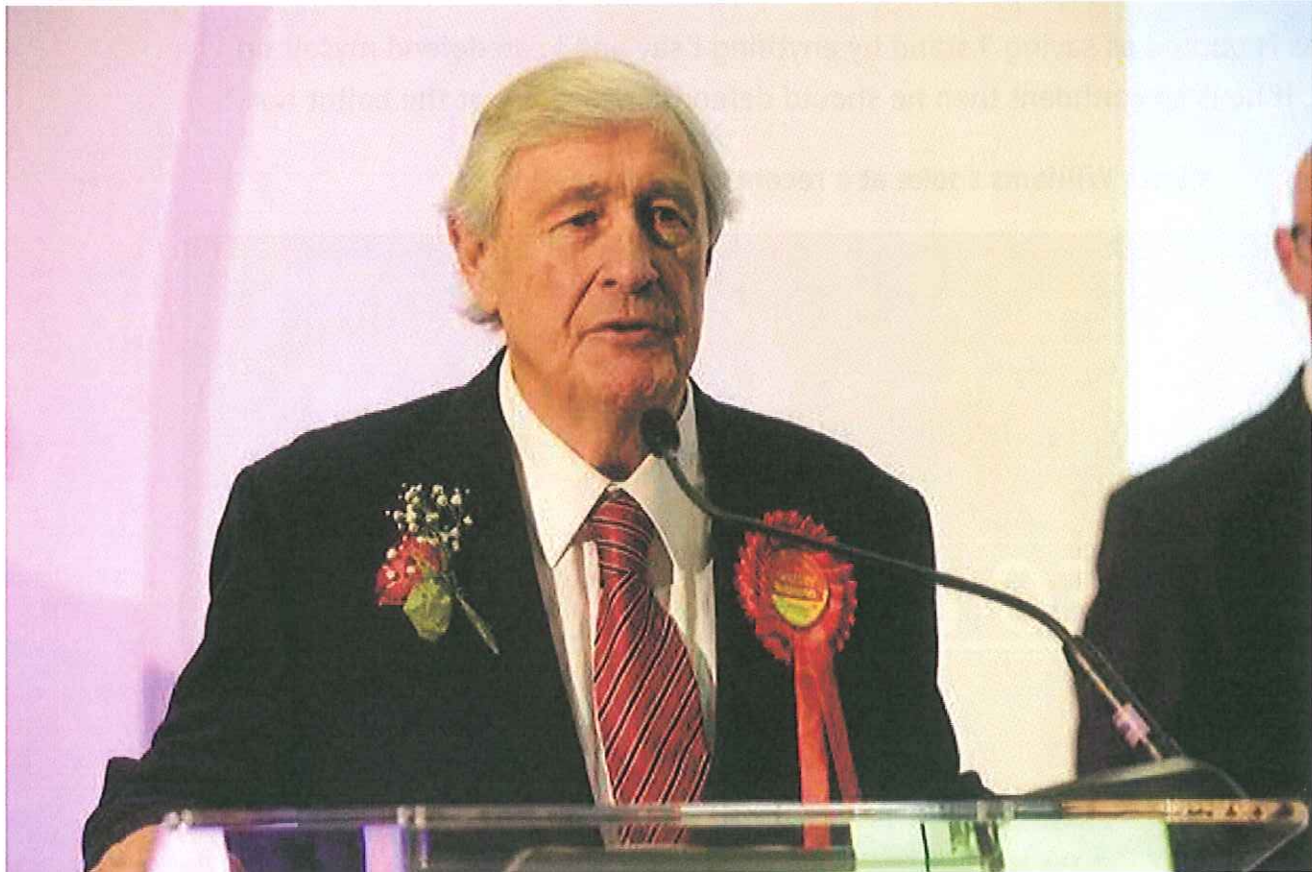
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Geoffrey Robinson

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.

[READ MORE](#)

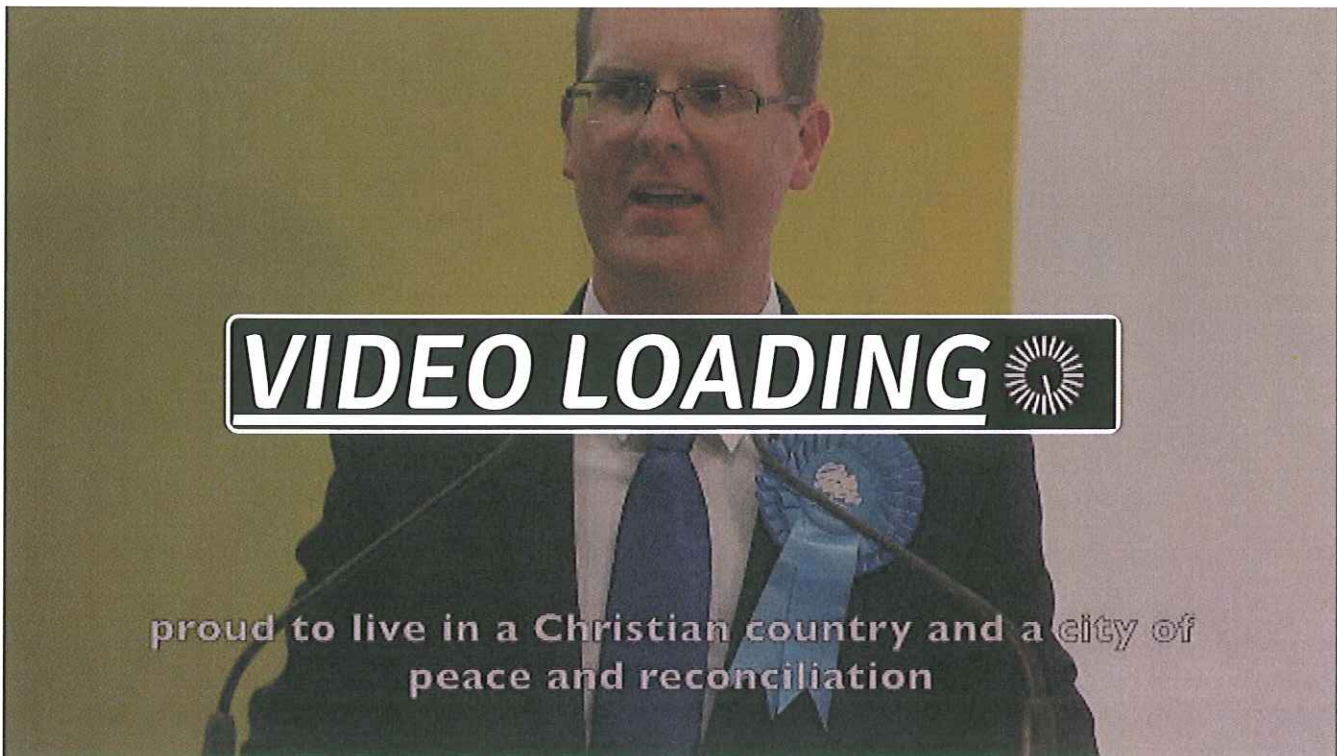
▶ **[Revealed: Leaked immigration conversation which led to Tory councillor's resignation](#)**

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 celebrate our 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.

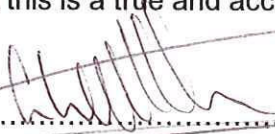
10. Following the media coverage, a former colleague has helped to arrange for GW to visit the Mosque. GW is also hoping to visit the Coventry Refugee and Migrant Centre so that he can learn about the work they do and understand the position Refugees are in. GW said this is something that he is ignorant 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!



Cancer Research UK is the world's leading charity dedicated to beating cancer. Every step forward relies on every pound, every hour and every person. Thank you for helping to bring forward the day when all cancers are cured.

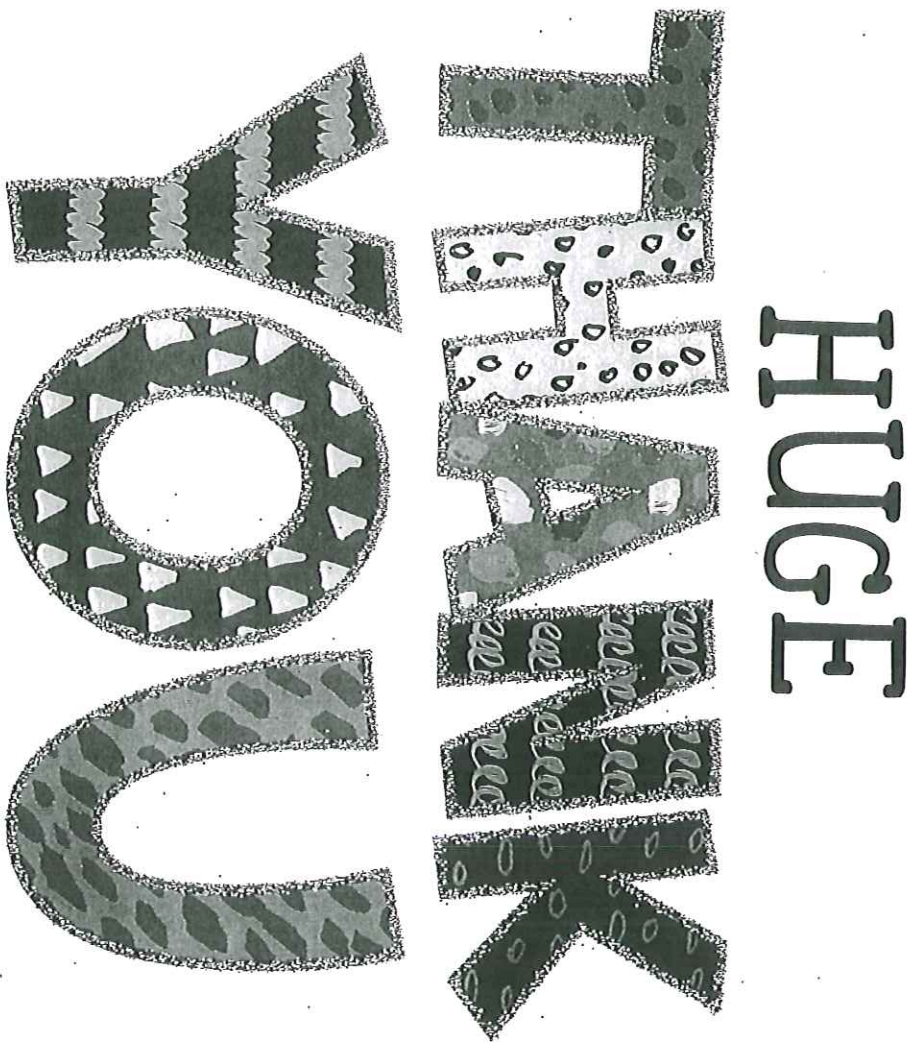
All net profit from the sale of this card is forwarded to Cancer Research UK (Registered company no. 4325234).

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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 it 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.

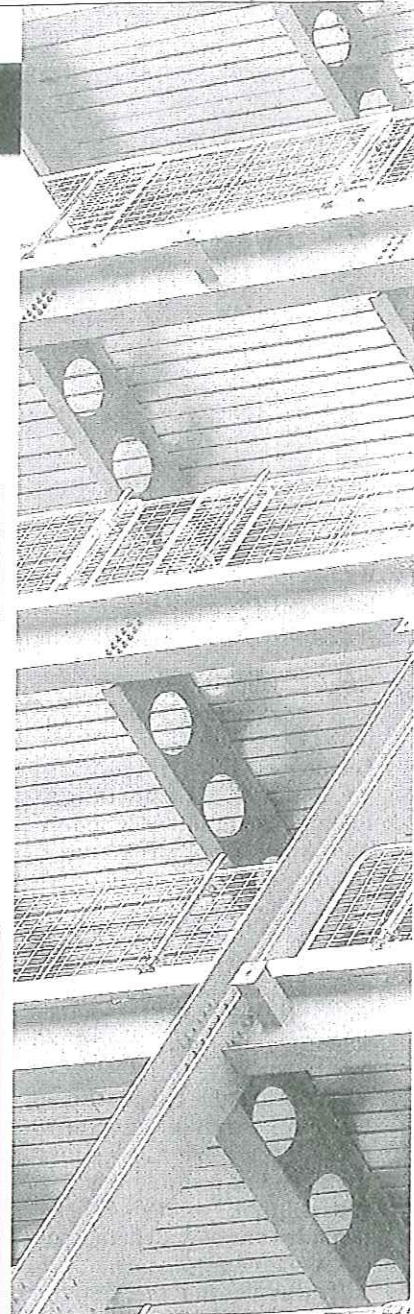
Furthermore, can I directly ask Coun Abdul Khan why he believes regarding Enoch Powell as a hero is in any way offensive?

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

Wimbledon

RECEIVED
30 AUG 2016

lections

motley crew. We have to live with it for five years of...
ing to come huffe - out d George I bet the be glad to see ky 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 ating impact on individuals lace a huge financial burden r already overstretched NHS. h local councils in England ng this week that government e 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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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 meeting where all councillors attended it. The debate brought back memories for me of the places where I was; the murderous doctors who would harm 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 150,000 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 any person 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

Coventry
Man House, Leicester
Coventry, CV1 4LY



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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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Comments (18)

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Mcmlxi

33 days ago

1 0

[Report](#)

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)

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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 ?

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WalterMilner

34 days ago

2 -4

[Report](#)



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numkelfutumch

33 days ago

2 0

[Report](#)

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Pathetic.

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



MickyTaking

34 days ago

4 -8

[Report](#)

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[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

