

COUNCIL



Report subject	Non-compliance with Standards Complaints Process - Determination
Meeting date	10 February 2026
Status	Public Report
Executive summary	This report is for information and provides the Council with updated details of various complaints received since the last report to Council against councillors which were upheld, but in addition, whereby the subject councillor has failed to comply with the remedies considered to be proportionate and appropriate by the Chair of and in consultation with members of the Standards Committee.
Recommendations	It is RECOMMENDED that: the report be noted.
Reason for recommendations	This report has been prepared following a decision made by Standards Committee to report to Full Council member non-compliance in relation to Code of Conduct complaints detailed in the body of this report.
Portfolio Holder(s):	Not applicable
Corporate Director	Aidan Dunn, Chief Executive
Report Authors	Robin Watson, Interim Director of Law and Governance and Monitoring Officer Richard Jones, Head of Democratic Services and Deputy Monitoring Officer
Wards	Council-wide
Classification	For Information

Background

1. The Council has a statutory duty arising from the Localism Act 2011 to promote and maintain high standards of conduct by members and co-opted members of the Council. Moreover, those of parish and town councils situated within the boundary of the Council.
2. The Monitoring Officer is responsible for receiving with complaints or allegations that councillors have failed to comply with the members' Code of Conduct in accordance with the arrangements adopted by the Council. These arrangements are published in the Constitution, Part 6 (Codes and Protocols).
3. In summary, these arrangements generally establish a tiered approach for the consideration of complaints as follows:
4. Upon receipt, the Monitoring Officer to undertake an initial assessment and where appropriate, resolve the complaint by way of rejection, dismissal, or seek to secure informal resolution;
5. Refer the complaint to the Chair of the Standards Committee for the Chair to consider in consultation with the Standards Committee members, Independent Persons and the Monitoring Officer; or
6. The Chair may:
 - i) Dismiss the complaint;
 - ii) Conclude that a potential breach of the Code has occurred and seek an informal resolution; or
 - iii) Refer the complaint for independent investigation.
7. The following are summary reports of determinations of the Chair that the Councillors referred to below had breached the Code and what remedies were imposed as a consequence, but not complied with by those Councillors.

The Complaints & Non-Compliance

8. The following Code of Conduct complaints numbered 199; 203; 205; 207 and 209 are all complaints made by a BCP Councillor or member of the public regarding Councillor Cameron Adams' conduct. All arose from the same allegations and circumstances.
9. The complaints were determined by the Chair in consultation with Standards Committee members and Independent Persons at an informal consultation meeting.

Code of Conduct Complaint 199: Councillor Cameron Adams

10. The complaint was upheld in relation to a potential breach of the Code for or in relation to the following:
 - a) **1.1 Respect:** I treat other councillors and members of the public with respect;
 - b) **2.1 Bullying, Harassment and Discrimination:** I do not bully any person; and
 - c) **5.1 Disrepute:** I do not bring my role or local authority into disrepute.

Code of Conduct Complaint 203: Councillor Cameron Adams

11. The complaint was upheld in relation to a potential breach of the Code for or in relation to the following:
 - a) **1.1 Respect:** I treat other councillors and members of the public with respect;
 - b) **2.1 Bullying, Harassment and Discrimination:** I do not bully any person; and
 - c) **5.1 Disrepute:** I do not bring my role or local authority into disrepute.

Code of Conduct Complaint 205: Councillor Cameron Adams

12. The complaint was upheld in relation to a potential breach of the Code for or in relation to the following:
 - a) **1.1 Respect:** I treat other councillors and members of the public with respect;
 - b) **2.1 Bullying, Harassment and Discrimination:** I do not bully any person; and
 - c) **5.1 Disrepute:** I do not bring my role or local authority into disrepute.

Code of Conduct Complaint 207: Councillor Cameron Adams

13. The complaint was upheld in relation to a potential breach of the Code for or in relation to the following:
 - a) **1.1 Respect:** I treat other councillors and members of the public with respect;
 - b) **2.1 Bullying, Harassment and Discrimination:** I do not bully any person; and
 - c) **5.1 Disrepute:** I do not bring my role or local authority into disrepute.

Code of Conduct Complaint 209: Councillor Cameron Adams

14. The complaint was upheld in relation to a potential breach of the Code for or in relation to the following:
15. **1.1 Respect:** I treat other councillors and members of the public with respect;
16. **2.1 Bullying, Harassment and Discrimination:** I do not bully any person; and
17. **5.1 Disrepute:** I do not bring my role or local authority into disrepute.

Remedies for Code of Conduct complaints 199; 203; 205; 207 and 209

18. The appropriate and proportionate remedies considered by the Chair and Standards Committee members were for Councillor Adams to:
19. write a personal apology to the relevant Councillor apologising for the social media posts published, recognising the impact and any offence caused;
20. submit an apology on the Facebook Community Group, again acknowledging [the] error of judgement [in relation to] the comments. However, in this regard, the Chair required that relevant Councillor approve the wording first;
21. submit for approval to the Chair of Standards Committee and the Monitoring Officer the apology and the Facebook retraction before being sent or posted;
22. abide by the expectation of the Chair to attend refresher Code of Conduct training; and
23. pause and reflect on the choice of words before posting on social media and how the same may be interpreted.
24. Councillor Adams was informed of the outcome of the Chair's determination in a letter dated and sent by email on 4 June 2025. There was a requirement for compliance with the remedies above within 14 days.
25. At the time of writing this report, compliance by Councillor Adams with the remedies remained outstanding.

Code of Conduct Complaints 226, 227 and 228: Councillor Cameron Adams

26. Subsequent to upheld complaints 199; 203; 205; 207 and 209 and the failure to comply, three of the complainants submitted further complaints, under references 226, 227 and 228, each asserting that Councillor Adams had breached the Code of Conduct by way of the following:

- a) **8.4 Complying with the codes of conduct:** Comply with any sanction imposed on me following a finding that I have breached the code of conduct.
- 27. The appropriate and proportionate remedy was considered by the Chair and Standards Committee members to be for the breach to be reported to full council and for Councillor Adams to be named in the report.
- 28. Councillor Adams was informed of the outcome of the Chair's determination in a letter dated and sent by email on 18 November 2025.
- 29. At the time of writing this report, compliance by Councillor Adams with the remedies remained outstanding.

Code of Conduct Complaint 220: Councillor Duane Farr

- 30. Code of Conduct complaint 220 is a complaint made by a BCP Councillor regarding Councillor Farr's conduct. The complaint was determined by the Chair in consultation with Standards Committee members and Independent Persons at an informal consultation meeting.
- 31. The complaint was upheld in relation to a potential breach of the Code for:
- 32. **1.1 Respect:** Failure to treat other councillors and members of the public with respect;
- 33. **1.2 Respect:** Failure to treat local authority employees, employees and representatives of partner organisations and those volunteering for the local authority with respect and respect the role they play;
- 34. **3.1 Impartiality of officers of BCP Council:** Do not compromise, or attempt to compromise, the impartiality of anyone who works for, or on behalf of, the local authority;
- 35. **5.1 Disrepute:** I do not bring my role or local authority into disrepute; and
- 36. **8.3 Complying with the codes of conduct:** Do not intimidate or attempt to intimidate any person who is likely to be involved with the administration of any investigation or proceedings.
- 37. The appropriate and proportionate remedies were considered to be for Councillor Farr to:
- 38. write a letter of apology to the relevant officers and the committee, including the Independent Persons;
- 39. have the letter to be read out at a future committee meeting;

40. make a retraction on his Facebook account and to remove the offending post; and
41. submit for approval to the Chair of Standards Committee and the Monitoring Officer the apology and the Facebook retraction before being sent or posted.
42. Councillor Farr was informed of the outcome of the Chair's determination in a letter dated and sent by email on 18 November 2025. There was a requirement for compliance with the remedies above by 2 December 2025.
43. At the time of writing this report, compliance by Councillor Farr with the remedies remained outstanding.

Summary of financial implications

44. There are no financial implications arising from this report.

Summary of legal implications

45. The Council has a legal duty to respond to complaints made against Councillors of allegations of a breach of the Code of Conduct. The Council has adopted procedures for handling complaints and these are set out in part 6 of the Constitution.
46. Paragraph 8.2 of Part 6 requires a Councillor to cooperate with any Code of Conduct investigation and/or determination.

Summary of human resources implications

47. There are no direct human resource implications arising from this report, however, it should be noted that the receiving and processing of complaints is highly resource intensive. A high volume of complaints could require the need for additional resources.

Summary of sustainability impact

48. There are no sustainability implications arising from this report.

Summary of public health implications

49. There are no public health implications arising from this report.

Summary of equality implications

50. This report is for information only reporting on the outcome of councillor non-compliance following a determination of a potential breach of the Code of Conduct. Consequently, there are no direct equalities implications arising from this report.

51. The Code of Conduct includes a duty upon all councillors to promote equalities and not to discriminate unlawfully against any person. Equality implications are considered as an integral part of the complaints process.

Summary of risk assessment

52. There are no direct risks associated with this report.

Background papers

None.

Appendices

There are no appendices to this report.