

### **Potential outcomes from your complaint**

Your complaint will be handled in accordance with “Arrangements for dealing with complaints about the Code of Conduct for Members”. This procedure provides for a range of potential outcomes. These are as follows:

- No further action
- Informal resolution which may include an apology
- Referral for formal investigation and if considered by a Hearings Panel:
  - Publish its findings in respect of the Subject Member’s conduct;
  - Report its finding to Council (or to the Town/Parish Council) for information;
  - Recommend to Council that the Subject Member be censured;
  - Recommend to the Subject Member’s group leader (or in the case of ungrouped members recommend to Council) that he/she be removed from any or all committees or sub committees of the Council;
  - Recommend to the Leader of the Council that the Subject Member be removed from the Executive, or removed from their portfolio responsibilities;
  - Instruct the Monitoring Officer to (or recommend that the Town/Parish Council) arrange training for the Subject Member;
  - Recommend to Council (or recommend to the Town/Parish Council) that the Subject Member be removed from all outside bodies, appointments to which they have been appointed or nominated by the Council (or by the Town/Parish Council);
  - Withdraw (or recommend to the Town/Parish Council that it withdraws) facilities provided to the Subject Member by the Council such as a computer, website and/or e-mail and internet access; or
  - Placing such restrictions on Subject Member’s access to staff which may be reasonable in the circumstances and in accordance with the Member/Officer Protocol provided that such restrictions do not impede the Subject Member from carrying out their duties as a Councillor.

Please note there are no powers in Legislation and therefore under this complaints process for the suspension or dismissal of and elected Councillor. In the event of a Councillor being found in breach of the Code of Conduct only the sanctions as set out in Paragraph 13 of the "Arrangements" as referenced above apply.