

## Annex 1



## Emma Holmes

---

**From:** Cllr. Carlie Mayes  
**Sent:** 27 September 2019 07:32  
**To:** Emma Holmes  
**Subject:** CONFIDENTIAL: Complaint

26 September 2019

CONFIDENTIAL

Dear Ms Holmes

I am writing to you regarding my wish to make a formal complaint about the threatening and bullying behaviour of the Leader, Cllr Adrian Fluker, during the full Council meeting on Thursday 19 September 19.

Following the debate on the Air Quality Management Area for Maldon Market Hill Paper there was a vote. During this debate it transpired that I had been removed from the working group to be replaced by non Ward members. At the point of voting, and during that vote, tabled by the Leader, Cllr Adrian Fluker, of Maldon District Council, Cllr Fluker made a cut throat gesture. Initially I thought this was to me indicating that I had been "cut" unceremoniously and somewhat aggressively, from my position on the working party. As you can imagine I was physically shocked and offended by this in such a blatant and public situation. Almost immediately this was followed by a motion from the Leader to raise hands voting positively to the motion. It then became clear that he was indicating to those behind me, whom I could not see, to raise their hands in his support. Cllr Flemming sits to my left and Cllr Siddall to my right. Moments later I was aware who the Leader was signalling - Cllr Fleming and Cllr Siddell!

This threat, which I believed was initially directed at me, is distressing and offensive. It is bullying in its rawest form. We should be setting high standards and should be fighting all bullying including that in politics. It seems to have become more and more acceptable for harassing, threatening, intimidating and abusive behaviour to be demonstrated in the political arena and can be seen every day in Parliament. Bullying of any kind by any other councillor, whether to me, as a female councillor, or to any other councillor, male or female, should not be tolerated, irrespective of their political position. This level of intimidation is unacceptable.

Section 3.5 of Part 5 - Codes and Protocols

You must not:

(b) bully any person

(e) conduct yourself in a manner which could reasonably be regarded as bringing your office or Authority into disrepute.

This behaviour calls in to question the Nolan principles particularly in relation to: "Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs."

The Leader is dismissive of this and it is clear he will even bully those of his own party to get "his" way. This is not politics. This is bullying. It is disgusting and shocking, is unacceptable and cannot be viewed as "amusing" on any level; a notion Cllr Fluker will use to "justify" and "explain" his behaviour. Indeed, the aggression towards the Cllr's Flemming and Siddall continued once the meeting had concluded - and in public. Dreadful. This was both embarrassing for me, other councillors and them!

Please can you investigate this as a matter of urgency?

As a newly elected member, I now feel very uncomfortable, and somewhat intimidated, attending meetings with a senior councillor who feels this level of behaviour is acceptable within Malden District Council.

I was not the only witness to Cllr Fluker's "cut throat" action and associated gestures who is willing to say what they saw.

I trust this complaint will be dealt with respectfully and confidentially.

Please acknowledge receipt.

Yours sincerely

Carlie

Cllr Carlie Mayes  
Malden District Councillor- Malden North Ward  
07979 862952

Council Tax Support Scheme 2020-2021  
We need your views visit: <https://www.maldon.gov.uk/LCTS>

## Annex 2



## Emma Holmes

---

**From:** Cllr. Wendy Stamp  
**Sent:** 16 September 2019 11:37  
**To:** Emma Holmes  
**Subject:** MDC's adopted Code of conduct complaint. Confidential

Dear Emma

I have given this complaint a great deal of thought and consideration over the weekend but I feel it is my duty to stand up to bullying and threatening behaviour.

Following a vote at Thursdays Full Council meeting where two conservative councillors chose to abstain from a motion, Cllr Fluker, the LEADER, of Maldon District Council made a cut throat gesture to Cllr Fleming and Cllr Siddell!

We as councillors are painfully aware of the murder of Jo Cox by a member of the public, our own personal safety is paramount. This threat, albeit not directed at me personally, is distressing, offensive and falls far below the standard of an elected councillor.

This behaviour calls in to question the Nolan principles especially "Leadership" - Holders of public office should exhibit these principles in their own behaviour. They should actively promote and robustly support the principles and be willing to challenge poor behaviour wherever it occurs.

### Section 3.5 of Part 5 - Codes and Protocols

You must not:

- (b) bully any person
- (e) conduct yourself in a manner which could reasonably be regarded as bringing your office or Authority into disrepute.

As a female councillor witnessing this threatening behaviour towards another female councillor is shocking and unacceptable. Under NO circumstances could this action be considered funny.

Can you please investigate this as a matter of urgency? I feel uncomfortable attending meetings with a councillor who feels this level of behaviour is acceptable within Maldon District Council.

I am not the only witness to Cllr Flukers cut throat action who is willing to say what they saw.

I trust this complaint will be dealt with respect and confidentially.

Kind Regards

Cllr Wendy Stamp

Get [Outlook for iOS](#)



## Annex 3



From: Adrian Fluker <adrian@skmaddison.co.uk>  
Sent: 13 September 2019 08:10  
To: Richard Siddall <richard@advocatetraining.com>  
Subject: Last Night

Morning Richard

I understand that you are upset with regards to a comment I made in the chamber last night can I assure you it was meant in the context of the fact that we are both yachtsman and nothing else. If you are offended then I apologise unreservedly as no offence was meant whatsoever – in fact having unexpectedly found out that we share an interest in sailing I was hoping that you might like to come for sail on my boat some time. Its berthed at Bradwell marina and I leave it in all winter so there will be plenty of opportunities if you wish.

Moving back to the coal face the circumstances of your voting last night were unfortunate and will need to be resolved as soon as possible and hopefully before the next group meeting. Jane has accounted for her actions and apologised to me as Leader – I would ask you to considering doing the same and as light as you wish so that I

2

can get the Group to move on and focus on what we need to deliver on.

In passing can I thank you for your input into the The atic Strategies working Group and that said and subject to us all getting b k on a even keel I look forward to working with you on more spec1f1c working groups in the future.

*Regards Adrian*

Adrian S Fluker  
The Wheat Barn Keelings Road Dengie Southminster Essex CM07US UK  
Telephone 01621 778888 Messages 01621 778080 Mobile 07743 778797



Regards Adrian

From: Adrian Fluker <adrian@skmaddison.co.uk>

Sent: 13 September 2019 10:51

To: 'Richard Holmes' <richard.holmes@maldon.gov.uk>

Subject: Last night - URGENT

Morning Richard

Rough old meeting last night fortunately we both got what we wanted though.

I hadn't realised the significance of my 'Hello Sailor' comment until we were driving home luckily it was in P&C – just in case Richard was offended and I certainly didn't mean to offend him I have apologised.





---

**From:** Cllr.Adrian Fluker <[Cllr.Adrian.Fluker@maldon.gov.uk](mailto:Cllr.Adrian.Fluker@maldon.gov.uk)>

**Sent:** Tuesday, September 24, 2019 5:13 pm

**To:** Emma Holmes

**Subject:** Clarification

Get [Outlook for iOS](#)

Dear Emma

Further to our previous conversation I confirm the gesticulation was meant as a signal to 'stop and move on'. I have used this signal and others which are understood by the Conservative Group Members lots of times during debates in the chamber. Group members know what it means and the purpose i.e. to stop pontificating, wind up the debate or move on to the next part of the debate which on this occasion was the confirmation of a vote which I knew the administration had won.

For clarity I used the gesticulation as it was clear from the mutterings and gestures in the Chamber that there was large amount of disquiet on the Conservative benches likewise the public gallery where the Maldon District Council Group Secretary was sitting alongside the Chairman of the Maldon Conservative Branch that said and in my mind it was important for the integrity of the Group and preservation of good order in the chamber that we moved on. When I made the signal it was directed towards the Administration my eyes were moving between the Conservative benches the Group Secretary and Branch Chairman in the public gallery.

The gesticulation is commonly used in debates and the Speaker of House of Commons has used it himself. It is also used as a signal to stop a process or progression for example an aircraft or other engine or an unfolding event.

Some Members of the Opposition are now politicising my actions and bullying me on Outlook where they are interpreting it as 'throat slitting' which I find very offensive as that was not in my mind at all and that said I wish to clarify again that all I was signalling to the Conservative Group as a whole was 'stop and move on' that is what I meant and nothing else.

As for being bullied on Outlook with all members looped in - whilst some would regard it as bullying to me its just political interaction all be it not very pleasant and certainly not something I would want to bother you with.

Regards

Adrian



