

A summary of those findings of the Investigating Officer referred to the Determination Hearing by the Consideration Sub-Committee

Item no.	Incident	Brief Summary of Allegation	Relvant Code of Conduct paragraph	Breach found	Corresponding findings of fact in Appendix A of IO's report (pages 46-49)	Corresponding paragraphs in IO's report	Findings of facts disputed by Cllr Humphries
1	10 December 2009 - Email from Councillor Humphries to Ms Densham	In his email Councillor Humphries states 'Well done, I could not have thought of such bovine effluent as this!!'.	3(1) - respect; 3(2)(b) - bullying	3(1); 3(2)(b)	6 to 8	6.8 to 6.12 (pages 7-8)	8
2	Late 2009 or early 2010 - Marlborough Area Board briefing meeting	Councillor Humphries made reference to informatino provided to ██████████ as having disappeared down a black hole.	3(1) - respect; 3(2)(a) - equality enactments; 3(2)(b) - bullying	None	9 to 14	6.13 to 6.17 (pages 8-9)	9 and 10
3	24 September 2010 - Email from Councillor Humphries to Ms Densham	In his email Councillor Humphries states 'Also, who is the good looking bird at the bottom? I did not realise that colour photography had been around so long'.	3(1) - respect; 3(2)(a) - equality enactments; 3(2)(b) - bullying	3(1); 3(2)(a); 3(2)(b)	15 to 16	6.28 to 6.30 (page 10)	none
4	28 September 2010 - Marlborough and Villages Community Area Partnership briefing meeting	Following the meeting Councillor Humphries and Ms Densham continued a discussion in Councillor Humphries' car. During the discussions Councillor Humphries discussed confidential information using offensive language, stroked Ms Densham's arm and enquired about her daughters.	3(1) - respect; 3(2)(a) - equality enactments; 3(2)(b) - bullying; 4(a) - disclosure of confidential information	3(1); 3(2)(a); 3(2)(b)	17 to 23. The finding of fact which has been found to breach paragraphs 3(1), 3(2)(a) and 3(2)(b) is number 21.	6.31 to 6.45 (pages 11-13)	21, 23
5	7 October 2010 - Marlborough Community Area Transport Group meeting	At the meeting Cllr Humphries' made comments about the fact that Ms Densham had been to his house and he also stated 'Julia enjoys a nibble'. Additionally that he used sexual innuendo to explain how the telescoic poles of the projector fit together.	3(1) - respect; 3(2)(a) - equality enactments; 3(2)(b) - bullying	3(1); 3(2)(a); 3(2)(b)	24 to 31. Those findings of fact which have been found to breach paragraphs 3(1), 3(2)(a) ans 3(2)(b) are numbers 27 and 28.	6.46 to 6.70 (pages 13-17)	27 and 28
6	25 January 2011 - Marlborough Community Area Transport Group meeting	Prior to the start of the meeting Cllr Humphries grabbed Ms Densham's scarf and made a playful gesture as if to strangle her with it.	3(1) - respect; 3(2)(a) - equality enactments; 3(2)(b) - bullying	3(1); 3(2)(a); 3(2)(b)	39 to 40	6.85 to 6.91 (pages 19-20)	40
7	7 June 2011 - Marlborough Area Board briefing meeting	During the meeting Cllr Humphries' stated 'Steve Milton can go to hell'. He also commented that Ms Densham was rubbish at her job and was overly harsh to Mr D Roberts, using a dismissive had gesture.	3(1) - respect; 3(2)(b) - bullying	3(1); 3(2)(b)	42 to 48	6.96 to 6.112 (pages 21-24)	45,46 and 47