
DECISION NOTICE

HEARING PANEL (STANDARDS SUB-COMMITTEE)

COMPLAINT 11/2025

HELD: 21 APRIL 2026

MEMBERS OF THE HEARING PANEL

Mr Simon Smith (Independent Member) – Chair

Dr Edward Thompson (Independent Member)

Councillor Diane Cank

SUMMARY OF DECISION:

The Standards Hearing Sub-Committee, having taken into consideration the written evidence and representations from the (i) the Subject Member Councillor Patrick Kitterick, ii) the Statutory Independent Person Mr Michael Edwards, finds the following:

RESOLVED:

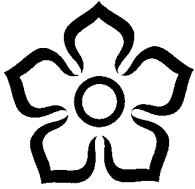
- a) That Councillor Kitterick has breached paragraph 2(a) of the City Council’s Code of Conduct by failing to treat others with respect.** On 18th September 2025, in the course of a speech at Full Council concerning a Local Government and Social Care Ombudsman report of maladministration, Councillor Kitterick, in referring to Councillor Dawood, attacked the *person* not the *issue* by making an irrelevant and unwarranted reference to his taking of Councillor’s Allowances. This was disrespectful and designed to humiliate.

- b) A separate complaint of disrespect displayed towards Councillor 2 was, on balance, not found to have constituted “disrespect”** because although the comments were offensive and designed to embarrass Councillor 2, they were broadly related to the issue under debate and benefitted from the protection afforded to ‘political expression’ under Article 10(2) of the European Convention on Human Rights.

RECOMMENDATIONS:

The Hearing Panel makes the following recommendations to the Standards Committee:

- i) That Councillor Kitterick provide Councillor Dawood with a written apology within 14 days.
- ii) That there be a press release of the findings
- iii) That the Deputy Monitoring Officer arranges training for Councillor Kitterick on the Code of Conduct, noting his verbal agreement to attend the same.



Leicester
City Council

WARDS AFFECTED
Not Applicable

FORWARD TIMETABLE OF CONSULTATION AND MEETINGS:

Hearing Panel (Standards Committee)

21 April 2026

**CONSIDERATION OF A COMPLAINT AGAINST COUNCILLOR KITTERICK
COMPLAINT No. 11/2025**

Report of the Monitoring Officer

1. PURPOSE OF REPORT

- 1.1 To enable the Hearing Panel to consider the complaint against Councillor Kitterick and make its recommendations to the Standards Committee, following a decision of the Standards Advisory Board on the 9th February 2026 to refer the above complaint to a Hearing Panel.

2. RECOMMENDATION

- 2.1 The Panel is recommended to consider the complaint and appendices and make findings of fact and determine the appropriate outcome of the complaint to be recommended to the Standards Committee.

3. SUMMARY AND HISTORY OF COMPLAINT

- 3.1 On 9th October 2025 the Monitoring Officer received a complaint (Appendix A) from Councillor Raffiq Mohammed, making an allegation of a breach of the Member Code of Conduct against Councillor Kitterick following remarks made during the Full Council Meeting on 18th September 2025: [Council - 18 September 2025 - YouTube](#)
- 3.2 The complaint can be broadly summarised as allegations that in the course of a speech at Full Council concerning a Local Government and Social Care Ombudsman report of maladministration Councillor Kitterick, in referring to two Labour Group Members,

attacked the *people* not the *issues*, and thereby showed disrespect contrary to the Code of Conduct: [Code of Conduct for Members](#)

- 3.3 Councillor Mohammed refers to timestamp 5hr 10min, in relation to comments made by Councillor Kitterick in respect of Councillor 2 and Councillor Dawood. And 5hr 18min in relation to a '*personal attack on Councillor 2*'. A transcript is provided (Appendix D)
- 3.4 The published procedures allow for a standard acknowledgement to be sent in the first instance, and a timeframe of a further 15 working days for the Monitoring Officer to consult the Independent Person and reach a decision regarding next steps from amongst the following options:
- a) Revert to the complainant to seek further clarification.
 - b) Refer the matter for further fact finding by Monitoring Officer (where further information is needed before deciding what route to follow).
 - c) Reject the complaint on the grounds that it is not related to the Code of Conduct, or may be covered by another process
 - d) Reject the complaint on the grounds that it discloses no breach or potential breach of the Code of Conduct
 - e) Reject the complaint on the basis that it is (i) trivial or (ii) not in the public interest to pursue or (iii) vexatious (see Appendix 1 attached for definition).
 - f) Recommend informal resolution where (i) Code engaged and not breached, but where some gesture of reparation would still be in the interests of fairness; or (ii) Code engaged but low-level breach only has occurred, such as not to warrant formal investigation
 - g) Refer the matter for immediate further investigation.
 - h) Refer the matter straight to the Standards Advisory Board where there is (i) clear evidence of a breach of the Code and (ii) it would be disproportionate and unnecessary to commission an investigation under g. above and (iii) informal resolution is not appropriate
 - i) In exceptional cases, refer the matter to the Standards Committee or subcommittee thereof for a decision on a. to h. above on the grounds that the Monitoring Officer feels it would be inappropriate to make the decision himself/herself.
- 3.5 The Monitoring Officer made an exploratory approach to Councillor Kitterick on 12th November 2025 (Appendix F) to see if he was, in principle, amenable to informal resolution by way of conferring a public apology at the imminent meeting of Council which was due to take place the following week, on 20th November 2025. It is noted that the published Arrangements for dealing with Standards Complaints under the Localism Act 2011 ([Complaints policy 2017.pdf](#)) provides, at paragraph 4 (f), the possibility of resolution by 'informal resolution', if possible and proportionate; here this could arguably have

matched the remedy to the harm done, for example an insult delivered in a public forum might equally be remedied by an apology in the same setting. This exploratory approach by the Monitoring Officer was met with no response from Councillor Kitterick. No public apology was made by Councillor Kitterick at the meeting on 20th November 2025.

- 3.6 The Monitoring Officer and Independent Person (Mr Michael Edwards) agreed on 27th November 2025 that the breach was (i) potentially serious and (ii) no longer amenable to informal resolution. It was further agreed that no further investigation was required, given that the information needed to reach findings is fully encapsulated within the YouTube recording (and transcript)
- 3.7 On 16th December 2025, the Monitoring Officer delegated this matter to Miss Owen-Davis. On 14th January 2026, following a review of all material, the Deputy Monitoring Officer agreed that the breach was (i) potentially serious and (ii) not amenable to informal resolution, and reconfirmed the same with the Independent Person, further agreeing that the matter should proceed without independent investigation given that the information needed to reach findings is fully encapsulated within the YouTube recording (and transcript)
- 3.8 On 15th January 2026, the Deputy Monitoring Officer wrote to Councillor Kitterick informing him that the matter will now progress to Standards Advisory Board and inviting him to send any evidence upon which he sought to rely, for the Standards Advisory Board to consider, by 4pm on 23rd January 2026. Councillor Kitterick failed to provide any evidence.
- 3.9 The matter was referred to the Standards Advisory Board and considered at its meeting of the 9th February 2026. The decision of the Board was to refer the matter to a Hearing Panel for determination of the complaint (Minutes of the meeting Appendix H)
- 3.10 The Deputy Monitoring Officer wrote to Councillor Kitterick on 9th February 2026, informing him of the outcome of the Standards Advisory Board, and giving him a further opportunity to provide any evidence upon which he seeks to rely at the Hearing Panel, requesting the same be provided by 4pm on 23rd February 2026. Councillor Kitterick failed to provide any evidence.

The Hearing Panel are asked to consider the following evidence in order to arise at a decision in line with Section 5.1:

- i. Appendix A – 09.10.2025 complaint from Councillor Raffiq Mohammed
- ii. Appendix B – 03.11.2025 written account from Councillor Raffiq Mohammed

- iii. Appendix C – Link to the recording of the relevant meeting: [Council - 18 September 2025 - YouTube](#) (note Councillor Kitterick takes to his feet at 5:14:23)
- iv. Appendix D – computer generated transcript of relevant section of the meeting
- v. Appendix E – Code of Conduct: [Code of Conduct for Members](#)
- vi. Appendix F – 12.11.2025 MO email to Councillor Kitterick
- vii. Appendix G – 15.01.2026 Deputy MO email to Councillor Kitterick
- viii. Appendix H – 9.02.2026 Standard Advisory Board Minutes
- ix. Appendix I – 9.02.2026 Deputy MO email to Councillor Kitterick
- x. Appendix J – Report from Mr Michael Edwards, Independent Person

4. CONSIDERATIONS:

- 4.1 Chapter 7 of Part 1 of the Localism Act 2011 deals with standards and (amongst other things) requires, at section 27(1) relevant authorities to ‘promote and maintain high standards of conduct by members and co-opted members of the authority’.
- 4.2 Under section 27(2) relevant authorities must in particular, adopt a code of conduct, that is expected of authority members when acting in that capacity. Under section 28(1) an authority must secure that such a code, when viewed as a whole, is consistent with the Nolan principles of standards in public life.
- 4.3 Under section 6 of the Human Rights Act 1998 public authorities must not act incompatibly with rights under the European Convention on Human Rights. The material right for these purposes is in **Article 10** (Freedom of Expression) which includes at Article 10(1) ‘freedom to hold opinions and to receive and impart information and ideas without interference by public authority and regardless of frontiers’.
- 4.4 However, this is a ‘qualified right’ and is subject, at Article 10(2) to such formalities, conditions, restrictions or penalties as are prescribed by law and are necessary in a democratic society, in the interest of amongst other things the prevention of disorder or crime and the protection of the reputation or rights of others.
- 4.5 In ***R (Lord Carlile of Berriew and others) v The Secretary of State for the Home Department* [2013] EWCA Civ 199**, Arden LJ said that the ‘...value of free debate in a democratic society cannot be underestimated. It increases knowledge and understanding on national and international affairs’
- 4.6 In ***R (Dennehy) v. London Borough of Ealing* ([2013] EWHC 4102 (Admin)** Judge McKenna indicated, per *Sanders v Kingston (1) [2005] EWHC 1145 (Admin) Wilkie*, ‘political expression’ or ‘the expression of a political view’ attract a higher degree of protection whilst expressions in personal or abusive terms do not attract the same higher level of protection.
- 4.7 Here, he ruled that the standards committee ‘was plainly entitled to find, as it did, that as a matter of fact, what the claimant had said about Southall residents had failed to treat

others with respect and had brought the council and the office of councillor into disrepute'. And the standards committee's findings and sanction were justified under Article 10(2). For the comments in question: '... were not the expression of a political view, but an unjustified personal and generic attack on a section of the public. The subjects of the speech were not politicians but ordinary members of the public and, as such, the comments did not attract the higher level of protection applicable to political expressions and the comments would plainly have undermined confidence in local government, the preservation of which is a recognised aim of the Code.'

- 4.8 A key issue in this case was the tone and much of the content of what was said by the Councillor in the blog which, the committee had found 'inappropriate and unnecessarily provocative'. Consequently, the Code had been breached.
- 4.9 The Court in the instant case found that material parts of the blog '*were not the expression of a political view, but an unjustified personal and generic attack on a section of the public*'. Consequently, they were caught by the public interest qualification in Article 10(2). So, although those in public office are entitled to take part in free and robust debate, they need to make sure that their public pronouncements fall on the right side of the line.
- 4.10 It is important to note that the complaint in question, concerning Councillor Kitterick, involves things said to another Councillor(s) in a public forum, thus Councillor/Councillor, not Councillor/public, and as such a 'thicker skin' is called-for.
- 4.10 In **Heesom v Public Services Ombudsman for Wales [2014] EWHC 1504 (Admin)**, the court states Article 10 protects '*not only the substance of what is said, but also the form in which it is conveyed. Therefore, in the political context, a degree of the immoderate, offensive, shocking, disturbing, exaggerated, provocative, polemical, colourful, emotive, non-rational and aggressive, that would not be acceptable outside that context, is tolerated...*'. This right is however, not absolute and may be restricted if restriction is prescribed by law and necessary in a democratic society for the protection of the rights and interests of others, as conveyed in the Code of Conduct and set out at point 5.1 below.
- 4.11 More recently in **Robinson, R (On the Application Of) Buckinghamshire Council [2021] EWHC 2014 (Admin)** Mrs Justice Lang made clear one must consider and give effect to the enhanced right of political expression. And, the court reiterated '*there is little scope under art.10(2) of the Convention for restrictions on political speech or on debate on questions of public interest*'. *It is beyond argument that development in the village was a matter of public interest*'. Stating '*In re-making the decision under Article 10(2), I conclude that the interference did not fulfil a pressing social need, and nor was it proportionate to the aim of protecting the reputation of the other councillors. As an elected councillor, taking part in a public meeting called by the PC to discuss the Green Belt, the Claimant was entitled to the enhanced protection afforded to the expression of political opinions on matters of public interest, and the benefits of freedom of expression in a political context outweighed the need to protect the reputation of the other councillors against public criticism, notwithstanding that the criticism was found to be a misrepresentation, untruthful, and offensive*'

4.12 **Article 10 ECHR:** In determining this complaint, the Panel is required to approach its decision compatibly with Article 10 of the European Convention on Human Rights. The following principles should guide its assessment:

4.13 **Engagement of Article 10**

- Where the Member has spoken as an elected representative on a matter of public interest, Article 10 is engaged.
- Political speech attracts enhanced protection.
- The scope for restricting political speech is narrow and requires close scrutiny.

4.14 The Panel should first determine whether the impugned statements formed part of political debate or commentary on matters of legitimate public concern. If so, enhanced protection applies.

4.15 **Legitimate Aim**

4.16 If interference with Article 10 is contemplated (e.g. by making a finding of breach or imposing a sanction), the Panel should identify a lawful and relevant legitimate aim under Article 10(2).

- The protection of the reputation or rights of identifiable individuals may constitute a legitimate aim.
- Protection of the reputation of the Council as an institution, or maintaining public confidence in the authority, will only exceptionally justify restricting political criticism.

4.17 The Panel should clearly articulate the legitimate aim relied upon.

4.18 **Pressing Social Need**

4.19 The Panel should consider whether there is a pressing social need to interfere with the Member's right to freedom of expression. In doing so, it should recognise that:

- The limits of acceptable criticism are wider for politicians than for private individuals.
- Elected members are expected to tolerate robust, even offensive or strongly worded criticism, on political matters.
- Speech does not lose protection merely because it is exaggerated, contentious, mistaken, or causes offence.
- Political motivation or pursuit of electoral advantage does not reduce Article 10 protection.

4.20 **Public Forum**

4.21 The Panel should not automatically treat it as an aggravating feature that comments were made publicly. An Elected Member is entitled to express 'political views' in a public forum so that constituents may hear and assess them. Transparency and accountability are core democratic values. However, the Panel might consider the 'public forum' as being

relevant if they determine that the comments made were non-political views (i.e. insults) that were made in public, as opposed to in private, and the public forum would then be considered relevant to an assessment of the level of wrongdoing and any injustice caused to the victim

4.22 Proportionality

4.23 If a breach is found, the Panel must consider whether any interference with Article 10 rights would be proportionate, having regard to:

- The seriousness of the conduct;
- The degree of reputational harm (if any);
- The context of political debate;
- The availability of less intrusive responses;

4.24 The Panel must be satisfied that any outcome strikes a fair balance between the protection of individual reputations and the fundamental importance of free 'political expression' in a democratic society.

4.26 Application

4.27 Unless there are truly exceptional circumstances demonstrating a pressing social need, 'political speech' by an elected Member on a matter of 'public interest' should not be restricted.

4.28 Again, it must be noted that the complaint here is in relation to comments made Councillor to Councillor, not to members of the public, and as set out in the Code of Conduct and outlined above, Councillors acting in their role as an Elected Member are afforded less 'protection' and required to have a 'thicker skin'. But, if you consider Councillor Kitterick was not expressing 'political' views, you must consider the scope of that 'protection', bearing in mind the Code of Conduct.

4.29 Thus, the Panel should first determine whether the impugned statements formed part of political debate or commentary on matters of legitimate public concern. If so, enhanced protection applies.

4.29 Questions you may ask yourself:

- 1) Whether this conduct occurred whilst Councillor Kitterick was acting in his capacity as a Councillor?
- 2) Was Councillor Kitterick exercising his right to freedom of expression under Article 10(1) when he spoke at the full council meeting and were his comments 'political speech' and/or on 'debate on questions of public interest'?

- If so, there is little scope under art.10(2) of the Convention for restrictions on such comments
- 3) Or did his comments go beyond that and as such the enhanced protection afforded to political speech may not apply, for example if you deem the comments to be:
- Purely personal in nature
 - They do not concern public policy or public interest;
 - They amount to gratuitous insult;
 - They concern private life rather than public functions.
- 4) What level of 'protection' is afforded here?
- If the remarks are detached from political debate and amount to a personal attack, the Panel may conclude: While Article 10 is technically engaged, the speech attracts a lower level of protection because it does not concern political debate or matters of public interest.
 - As such the key distinction here, is between:
 - Political criticism of conduct in public office (high protection), and
 - Personal abuse directed at the individual (lower protection).
- 5) In accordance with paragraph 4.16 above, if the Panel considers there has been a breach and are making a finding as such, which legitimate aim is relied upon under Art 10(2)?
- The protection of the reputation or rights of identifiable individuals may constitute a legitimate aim.
 - Protection of the reputation of the Council as an institution, or maintaining public confidence in the authority, will only exceptionally justify restricting political criticism.

5. CODE OF CONDUCT

5.1 To assist in the determination of this matter, the Panel shall need to consider which principles of the Code of Conduct may have been infringed. In order to assist this process, consideration should be given to the Principles underpinning the Code of Conduct (section 2) with specific consideration to:

a. **Treat others with respect –**

'You must respect other people, as well as respect the role they perform. Examples of disrespectful behaviour might include angry outbursts; use of inappropriate

language such as swearing; ignoring someone who is attempting to contribute to a discussion; attempts to shame or humiliate others; nit-picking and fault-finding and the sharing of malicious gossip or rumours.

Members will engage in robust debate at times and are expected to challenge, criticise and disagree with views, ideas, opinions and policies. But you should do this in a respectful way in order to build up healthy working relationships and public trust and confidence. You should focus criticism or challenge upon ideas and policies rather than personalities.

The circumstances in which the behaviour occurs are relevant to determining whether it is disrespectful. This will include where it occurs, with whom it occurs and the relationship of the people involved. It must also be balanced with the Member's right to Freedom of Expression. This extends to the expression of views that may shock, disturb or offend the beliefs of others. Freedom of Expression is protected more strongly in some contexts than others. In particular, a wide degree of tolerance is accorded to political speech. Public servants (i.e. officers) are subject to wider levels of acceptable criticism than other members of the public when matters of public concern are being discussed. However, the limits are not as wide as they are between elected politicians.' (Code of Conduct for Members)

b. Not Bully Others –

'Bullying may be characterised as offensive, intimidating, malicious, insulting or humiliating behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. It may be a regular pattern of behaviour or a one-off incident, happen face to face or virtually and may not always be obvious or noticed by others' (Code of Conduct for Members)

'You should always be mindful of the overall potential impact of the behaviour on others. First and foremost, bullying can have a significant impact on the recipient's well-being and health...Bullying can impact on a councillor's ability to represent their residents effectively. It can also discourage candidates from standing in local elections, making local authorities less representative of their communities, and impacting local democracy.

Like disrespectful behaviour, bullying can be difficult to define. When allegations of bullying are considered it's likely that the person handling the complaint will consider both the perspective of the alleged victim, and whether the councillor intended their actions to be bullying. They will also consider whether the individual was reasonably entitled to believe they were being bullied.

Conduct is unlikely to be considered as bullying when it is an isolated incident of a minor nature, where it is targeted at issues, rather than at an individual's conduct or behaviour, or when the behaviour by both the complainant and councillor contributed equally to the breakdown in relations. However, the cumulative impact of repeated 'minor' incidents should not be underestimated.

Examples of bullying include but are not limited to:

- *verbal abuse, such as shouting, swearing, threats, insults, sarcasm, ridiculing or demeaning others, inappropriate nicknames, or humiliating language*
- *physical or psychological threats or actions towards an individual or their personal property*
- *practical jokes*
- *overbearing or intimidating levels of supervision, including preventing someone from undertaking their role or following agreed policies and procedures*
- *inappropriate comments about someone's performance.....'*

(Guidance on Local Government Association Model Councillor Code of Conduct)

- f. Uphold and promote these principles by leadership** - and by example, and act in a way that secures and preserves public confidence. *“Leadership’ is the action of leading a group of people or an organisation’ (Oxford Dictionary). “Public confidence’ is the collective trust, belief, and assurance that community residents place in their local authorities, institutions, and officials to act in the public's best interest, specifically regarding honesty, competence, and service delivery. It reflects the perceived reliability of councils and officials to manage local affairs efficiently and transparently’ (UK Parliament Post – Trust, Public Engagement and UK Parliament 21 May 2025)*

i. Not conduct yourself in a manner which is likely to bring the Authority into disrepute -

‘As a councillor, you are trusted to make decisions on behalf of your community and your actions and behaviour are subject to greater scrutiny than that of ordinary members of the public. Article 10 of the European Convention on Human Rights protects your right to freedom of expression, and political speech as a councillor is given enhanced protection but this right is not unrestricted. You should be aware that your actions might have an adverse impact on your role, other councillors and/or your local authority and may lower the public’s confidence in your ability to discharge your functions as a councillor or your local authority’s ability to discharge its functions.

In general terms, disrepute can be defined as a lack of good reputation or respectability. In the context of the Code of Conduct, a councillor’s behaviour in office will bring their role into disrepute if the conduct could reasonably be regarded as either:

-reducing the public’s confidence in them being able to fulfil their role; or

adversely affecting the reputation of your authority’s councillors, in being able to fulfil their role.

-Conduct by a councillor which could reasonably be regarded as reducing public confidence in their local authority being able to fulfil its functions and duties will bring the authority into disrepute.

For example, circulating highly inappropriate, vexatious or malicious e-mails to constituents, making demonstrably dishonest posts about your authority on social media or using abusive and threatening behaviour might well bring the role of councillor into disrepute. Making grossly unfair or patently untrue or unreasonable criticism of your authority in a public arena might well be regarded as bringing your local authority into disrepute’ (Guidance on Local Government Association Model Councillor Code of Conduct)

Note: Freedom of Expression – *‘The requirement to treat others with respect must be balanced with the right to Freedom of expression. Article 10 of the European Convention on Human Rights protects your right to hold your own opinions and to express them freely without government interference. However, Article 10 is not an absolute but a qualified right which*

means that the rights of the individual must be balanced against the interests of society. Whether a restriction on freedom of expression is justified is likely to depend on a number of factors, including the identity of the speaker, the context of the speech and its purpose, as well as the actual words spoken or written. Democracy depends on people being free to express, debate and criticise opposing viewpoints. A balance must still be struck between the right of others not to be subjected to unreasonable or excessive personal attack with the right of any councillor to challenge and criticise the conduct of others. 'Political expression' must be interpreted widely and include open discussion on political issues including public administration and public concern, as well as comments about the adequacy or inadequacy of the performance of public duties by others. Councillors operate in a political environment and must be free to make political points and discuss matters of public concern without undue interference.' (Guidance on Local Government Association Model Councillor Code of Conduct)

Reference should be made to section 4, above.

6 OPTIONS AVAILABLE TO THE HEARING PANEL

6.1 The "Arrangements" state as follows:

If the matter is referred for hearing then a Hearing Panel will be convened to hear the evidence, make findings of fact and determine appropriate outcomes. The Hearing Panel is a sub-committee of the Council's Standards Committee. The Independent Person is invited to attend all meetings of the Hearing Panel and his/her views are sought and taken into consideration before the Hearing Panel takes any decision on whether the Member's conduct constitutes a failure to comply with the Code of conduct and as to any action to be taken following a finding of misconduct.

A Standards Advisory Board or a Hearing Panel may make a recommendation to the Standards Committee that an Investigative Report be made public, whether the Report concludes that breaches of the Code of Conduct have been established or not.

6.2 The Hearing Panel is asked to consider the information before it and form a recommendation to Standards Committee in respect of it, in accordance with the Council's 'Arrangements' for standards complaints. The following extract of the Arrangements states that the Panel may (if it finds any breaches at all):

5. Outcomes

The Hearing Panel may make recommendations to the Standards Committee for:

- a. Censure or reprimand the Member by letter*
- b. Press release of findings*
- c. Report findings to Council for information (with or without a subsequent motion of censure being proposed by Council)*
- d. Recommendation to Group (or Full Council in the case of ungrouped Members) of removal from Committees/subcommittees of Council*
- e. Recommendation to Elected Mayor that the Member be removed from the Executive, or from particular portfolio responsibilities*
- f. Recommendation that the Member be removed from outside bodies to which they have been appointed by the Council*
- g. Withdrawal of facilities provided to the Member by the Council*
- h. Excluding the Member from the Council's offices or other premises (with the exception of accessing meetings of Council, Committees and subcommittees)*
- i. Instructing the Monitoring Officer to arrange training for the Member*

7. REASON REPORT MARKED NOT FOR PUBLICATION

- 7.1 The report is marked as not for publication as it contains exempt information as set out in the following paragraphs of Schedule 12A of the Local Government Act 1972, as amended, and the public interest in maintaining the exemption outweighs the public interest in disclosing the information:-

Paragraph 1

Information relating to any individual

Paragraph 2

Information which is likely to reveal the identity of an individual

Paragraph 7A

Information which is subject to any obligation of confidentiality.

Paragraph 7C

The deliberations of a standards committee or of a sub-committee of a standards committee established under the provisions of Part 3 of the Local Government Act 2000 in reaching any finding on a matter referred under the provisions of section 60(2) or (3), 64(2), 70(4) or (5) or 71(2) of that Act.

8. REPORT AUTHOR

Amy Owen-Davis
Principal Solicitor and Deputy Monitoring Officer

26th March 2026

From: Cllr Raffiq Mohammed
Sent: 09 October 2025 13:51
To: Kamal Adatia
Subject: Formal complaint

Hi Kamal

I wish to place on record a complaint on behalf of the Labour Group about the behaviour of Cllr Kitterick in the last full council meeting (18th September).

We believe that at a number of points on the meeting Cllr Kitterick did not comply with the code of conduct adopted through our constitution.

In particular the comments focussed on [REDACTED] (and to a lesser but still unacceptable level Cllr [REDACTED] and Dawood) constituted “attempts to shame or humiliate” and failed to “focus criticism or challenges upon ideas and policies rather than personalities”.

The constitution and the code of conduct we all agree to uphold are very clear on these matters in Appendix 2 Section 2.

Regards

Sent from my mobile.
Please excuse typos and brevity.

Cllr Raffiq Moosa Mohammed

Stoneygate co councillors

Cllr Yasmin Surti

Cllr Manjula Sood

Please note Stoneygate Councillors share the Stoneygate constituent workload. To avoid any confusion and duplication only one councillor will respond to any correspondents received from any Stoneygate constituent.

From: Cllr Raffiq Mohammed
Sent: 03 November 2025 18:08
To: Kamal Adatia
Cc: Cllr Elly Cutkelvin
Subject: Re: Formal complaint

Hi Kamal

The times below are at which point the various comments were made at the council meeting.

5hours 10mins – Cllr Kitterick’s comments re [REDACTED] and Cllr Dawood.
Cllr Kittericks insinuation that Cllr Dawood only carried out his councillor duties for money is a personal attack on councillor Dawoods integrity. This sort of language or insinuations fall way below the standards expected of anyone councillor.
Cllr Kittericks behaviour and conduct was not robust debate and scrutiny and, in our opinion, amounted to bullying and intimidation and unsubstantiated allegations.

The personal attack on [REDACTED]
5hours 18mins – Cllr Kitterick used sarcasm to belittle and publicly humiliate [REDACTED] during his speech about 2 Cllr [REDACTED]. It is evident that Cllr Kitterick in his language tried intimidating, bullying whilst ridiculing [REDACTED]. Cllr Kittericks behaviour crossed every ethical and professional boundary that exists for those of us in public office.

If you need any further clarification, please can you email Cllr Cutkelvin as I am away for 2 weeks.

Regards

Sent from my mobile.
Please excuse typos and brevity.

Cllr Raffiq Moosa Mohammed

Stoneygate co councillors

Cllr Yasmin Surti

Cllr Manjula Sood

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[Council - 18 September 2025 - YouTube](#)

Cllr Kitterick whole speech

5:14:24

Councillor Kitterick. thank you very much, Lord Mayor.

Just to make it clear, the reason why I've never written to Councillor Dawood is somebody who has been a resident of Wycliffe Ward. Everybody in Wycliffe Ward knows if you need any help, talk to Hanif Aqbany. So it is a case that is why I don't particularly contact Councillor Dawood about anything. It is a case of Yeah, it is very rude, You know what? When I voted for the city system, I got it wrong. People got it wrong. But you know, I voted for the City Mayor system, and it embarrasses me sometimes that I did. But there's nothing I've ever voted for in this chamber that would embarrass me as much as the way Labour members voted on the Miss X debate. Good God, do you not feel any shame about it I would say I would alert [Councillor 2] to know that there's a guy on Facebook called (*name redacted*) and he's a really cracking bloke and he's a socialist and he believes in social justice. They've been mixed up with the [councillor 2] who turns up in this chamber and votes to deny Miss X £1700. There's two (*name redacted*) in this city. And do you know what happens? Do you know why this systems rotten? Because it takes good people like (*name redacted*) and it turns it into [councillor 2] who comes in and denies rights to people. Some of the most vulnerable people in the country. And don't say it's not fair. Be accountable for how you vote because that's the other problem with this system. They'll take the allowances. And boy does councillor Dawood take the allowances. They'll take the power. They'll take the glory. But then when it comes to the accountability, it's not our fault. It's not our fault. It's a Tory government. Yeah. Labour's been in power for 14 months. Stand up and take some responsibility. And here's the worst thing about this system. Councillor Barton said, "Oh, everybody knows the name of the City Mayor. Do you not understand what this job is about? It's not about people knowing your name. Everybody knows Donald Trump's name. It's not a good thing. When I am gone from this earth, as we all must depart, people will forget what my name is. They'll forget all of your names. But what will remain is the work that we did. And the work we did under a leader in cabinet system I'm never going to be ashamed of the role I play in delivering the Curve theatre, a remarkable building that you have all been in and it makes you proud. Delivered under a leader and cabinet system. I'm proud of the building skills for the future led by Councillor Dempster backed by a Labour group also delivered by Liberal Democrats and Conservatives under a leader and cabinet system. We built two swimming pools in this city in the time. There's consultations where they'll close swimming pools. LCB Depot delivered, Phoenix delivered, which this Council could be built on. Health Centres across the city in Westcotes and in St. Peters delivered under a leader and cabinet system. And yes, Councillor Porter - John Lewis brought to this city under a leader and cabinet system. I would say to all councillors believe in yourselves. Don't go, don't go to big daddy Mayor to look after you. Stand up stand up. take accountability, yeah and vote for this tonight. And let's move forward and if you don't move forward tonight, Lord Mayor, the government will come and move us forward for us. But I would far rather that decision be taken here in Leicester than in a minister's office in London. Ministers who are so disparaging about the City Mayor that when the City Mayor and Councillor Dempster wrote them a letter, the reply was

from a correspondence officer and they didn't even put their name to it. We were promised more powers, more prestige, and all we have is this list of failures. The system was an experiment. The experiment failed. Let's move on.
[Applause]

LEICESTER CITY COUNCIL
CODE OF CONDUCT FOR MEMBERS
(updated September 2022)

1. Application

The Code of Conduct applies to you whenever you are acting in your capacity as a Member (to include co-opted Members and the Elected Mayor) of Leicester City Council, and it continues to apply to you until you cease to be a Member.

It applies to you when:

- You are acting in your capacity as a Member
- You misuse your position as a Member
- Your actions would give the impression to a reasonable member of the public with knowledge of all the facts that you are acting as a Member

You may misuse your position by using, or attempting to use, your position as a Member to seek to gain an advantage for yourself or someone close to you, or to disadvantage someone. This includes threatening to use your position to do something, even if you don't in fact have the power to achieve it. Alternatively, you may misuse resources that are conferred upon you in your capacity as a Member (e.g. electronic hardware, your identity badge or letter headed paper/business cards).

However, Members are also private citizens. For something to fall within the Code there must be a link between the conduct and your Local Authority role as a Member. For example, an argument with a neighbour which does not relate to Local Authority business would not engage the Code, even if your neighbour knows you are a Member and therefore complains to the Local Authority about being treated disrespectfully. Equally, conduct engaged-in whilst on party political business does not fall within the Code (though you may be subject to separate expectations and sanctions from your political Group).

The Code applies to all forms of communication and interaction, including:

- At face-to-face meetings
- At online or telephone meetings
- In written communication
- In verbal communication
- In non-verbal communication
- In electronic and social media communication, posts, statements and comments

The interaction may take place whilst engaged on the business of your Local Authority, or when sitting on an outside body which you have been appointed by your Local Authority

The interaction may be with other Members, officers, members of the public or representatives of other organisations

Social Media postings – simply describing yourself as a Member in a social media posting or at the top of your page or in your username or profile does not of itself mean that every posting you make is covered by the Code. There must be a link between the individual posting or thread and your role as a Local Authority Member. However even if you do not describe yourself as a Member you may fall foul of the Code if you are discussing Local Authority business in such a way that a reasonable member of the public might think you were invoking your office. The Council has published separate Guidance to Councillors on the use of Social Media [Standards.socialmediav2.pdf \(leicester.gov.uk\)](https://www.leicester.gov.uk/standards/socialmediav2.pdf)

2. Principles

The Principles underpinning this Code of Conduct are that you will act with:

- a. Selflessness
- b. Integrity
- c. Objectivity
- d. Accountability
- e. Openness
- f. Honesty
- g. Leadership
- h. Respect for others
- i. A commitment to uphold the law

The Code sets out the minimum expected standards of behaviour. You must, for example:

- a. Treat others with respect

You must respect other people, as well as respect the role they perform. Examples of disrespectful behaviour might include angry outbursts; use of inappropriate language such as swearing; ignoring someone who is attempting to contribute to a discussion; attempts to shame or humiliate others; nit-picking and fault-finding and the sharing of malicious gossip or rumours.

Members will engage in robust debate at times and are expected to challenge, criticise and disagree with views, ideas, opinions and policies. But you should do this in a respectful way in order to build up healthy working relationships and public trust and confidence. You should focus criticism or challenge upon ideas and policies rather than personalities. (In relation to Member meetings, see Table 2 for agreed Protocol for Member behaviour in meetings)

The circumstances in which the behaviour occurs are relevant to determining whether it is disrespectful. This will include where it occurs, with whom it occurs and the relationship of the people involved. It must also be balanced with the Member's right to Freedom of Expression. This extends to the expression of views that may shock, disturb or offend the beliefs of others. Freedom of Expression is protected more strongly in some contexts than others. In particular, a wide degree of tolerance is accorded to political speech. Public servants (i.e. officers) are subject to wider levels of acceptable criticism than other members of the public when matters of public concern are being discussed. However, the limits are not as wide as they are between elected politicians.

b. Not bully others

Bullying may be characterised as offensive, intimidating, malicious, insulting or humiliating behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. It may be a regular pattern of behaviour or a one-off incident, happen face to face or virtually and may not always be obvious or noticed by others.

c. Respect the impartiality of officers

Officers work for the local authority as a whole and must be politically neutral. They should not be coerced or persuaded to act in a way that would undermine their neutrality. You can question officers in order to understand, for example, their reasons for proposing to act in a particular way, or the content of a report that they have written. However, you must not try and force them to act differently, change their advice, or alter the content of a report if doing so would prejudice their professional integrity.

Members take decisions every day that affect the lives of those who live and work within the community. It is therefore important to have regard to all available evidence and to weigh up all sides of the argument. Decisions can be challenged if they are unreasonable. Members must have regard to any professional advice they have been offered. Members should also give reasons for their decisions in accordance with statutory requirements and any reasonable requirements imposed by the local authority.

d. Respect the confidentiality of information which you receive as a Member

In addition, you must (i) not disclose confidential information to third parties other than in accordance with the law and (ii) not act to prevent a third-party gaining access to information to which they are entitled in law

e. Uphold and promote the Authority's discharge of its Equality obligations, in particular to (i) eliminate discrimination (ii) promote equality of opportunity (iii) foster good relations

- f. Uphold and promote these principles by leadership and by example, and act in a way that secures and preserves public confidence
- g. Comply with the requirements regarding registration, declaration and participation in the Authority's business where you have a Disclosable Pecuniary Interest (DPI) or "Other Disclosable Interest (ODI)"
- h. When using the Authority's resources, do so in accordance with the Authority's requirements, and not use such resources improperly
- i. Not conduct yourself in a manner which is likely to bring the Authority into disrepute
- j. Not use your position as a Member to improperly confer (or attempt to confer) upon yourself or any other person an advantage or disadvantage, but act only to further the public interest
- k. Comply with the Code of conduct. This includes (i) undertaking any training provided by my local authority; (ii) cooperating with any Code of conduct investigation; (iii) not to intimidate, or attempt to intimidate, any person who is involved with the administration of any investigation or proceedings and (iv) comply with any sanction imposed on you following a finding that you have breached the code of conduct.

The above list is not exhaustive, and any conduct which breaches the principles set out in section 2 can constitute a breach of this Code. Further Guidance can also be found in the Political Conventions found in Part 5 of the Council's Constitution ([Our constitution January 2022 \(leicester.gov.uk\)](#))

3. Disclosable Pecuniary Interests (DPIs) (see Table 1 enclosed)

In addition to conducting yourself in accordance with the principles set out in section 2 you must:

- a. Declare any and all DPIs on your Register of Interests.
- b. Ensure that your Register of Interests is kept fully up to date, and notify the Monitoring Officer in writing within 28 days of becoming aware of any change in respect of your DPIs
- c. Make a verbal declaration (at the beginning, or as soon as you become aware of your interest) of the existence and nature of any DPI "in a matter"

to be considered (unless it is already declared on your Register, in which case you must simply comply with point d. below).

- d. Comply with the statutory requirements to withdraw from participating in respect of any matter in which you have a disclosable pecuniary interest (DPI), by either leaving the room (where the business is being conducted at a “meeting”) or by ceasing further participation in the item (where acting alone outside of a meeting)
 - The requirements cover not only DPI’s of Members but a DPI of any other “relevant person”, defined as spouse/civil partner, or someone with whom the Member is living as though they were a spouse or civil partner
 - Separate provisions within the law provide for the circumstances in which a Member may seek a “dispensation”, or may ask that the interest be treated as “sensitive”

4. Other Disclosable Interests (ODIs) (pecuniary or non-pecuniary)

Aside from the statutorily defined DPIs, you may have another type of interest in a matter being discussed. These will be of category A. or B. below and you will either:

- disclose that interest (regular ODI), or
- disclose and withdraw from the meeting (prejudicial ODI).

A. Regular ODI

You will have an “Other Disclosable Interest” in an item of business of the Authority where:

A decision in relation to that business might reasonably be regarded as affecting the well-being or financial standing of you, or a member of your family or a person with whom you have a close association (see below), to a greater extent than it would affect the majority of Council Tax payers, ratepayers or inhabitants of the Ward or electoral area

- You may need to register such “Other Disclosable Interest” into the Register of Interests operated by the Monitoring Officer
- If you attend a meeting at which any item of business is to be considered and you are aware that you have an “ODI” in that item, you should make verbal declaration of the existence and nature of that interest at or before the consideration of that item of business, or as soon as the interest becomes apparent

B. Prejudicial ODI

In addition to the above:

Where your ODI is of a nature where a member of the public, who knows the relevant facts, would reasonably think your “other disclosable interest” is so significant that it is likely to prejudice your judgement of the public interest you should disclose and withdraw from participating in respect of that matter

- “close association” is not defined in law but would reasonably include someone with whom you are in regular or irregular contact over a period of time, who is more than an acquaintance, and is someone whom a reasonable member of the public might think you were prepared to favour or disadvantage when discussing a matter that affects them.
- Note that that when a Member is acting as a decision-maker (but not in Scrutiny) there is a relationship between “bias/predetermination” and “interests”. Sometimes they will be synonymous [e.g. sitting on Planning Committee for a development that could, if approved, lower the value of your home will (i) certainly constitute a prejudicial ODI; (ii) possibly constitute a DPI; (iii) likely amount to “apparent bias” in common law].

However you might be predetermined over a matter in a way which does not translate into a registerable or a declarable “interest” (e.g. you are a member of Licensing Committee and have an ethical objection to the consumption of alcohol and a closed mind to the granting of any/all Liquor Licensing applications). Whilst this (i) will not constitute a DPI; (ii) may not constitute an ODI; it will (iii) constitute bias in law and breach the Nolan principles of objectivity, openness and upholding the law. You could therefore breach the Code of Conduct even though you strictly had no “interest” to declare/register.

5. Gifts and Hospitality

The presumption should always be not to accept significant gifts or hospitality. However, there may be times when such a refusal may be difficult if it is seen as rudeness, in which case you could accept it but must ensure it is publicly registered.

- a. You must, within 28 days of receipt, notify the Monitoring Officer in writing of any gift, benefit or hospitality with a value in excess of ~~£50~~£25 which you have accepted as a member from any person or body other than the authority
- b. The Monitoring Officer will place your notification on a public register of gifts and hospitality

- c. This duty to notify the Monitoring Officer does not apply where the gift, benefit or hospitality comes within any description approved by the authority for this purpose

6. Validity of acts

Breaches of this Code will be dealt with under the “Standards Arrangements” as approved by Council on 06.07.17

In interpreting the Nolan Principles the relevant officers and Committee/subcommittee Members will be entitled to cross-refer the Local Government Association’s [Guidance on Local Government Association Model Councillor Code of Conduct | Local Government Association](#)

By virtue of section 28(4) Localism Act 2011 a decision is not invalidated just because something that occurred in the process of making the decision involved a failure to comply with this Code (though this does not mean that the decision cannot be impugned on other legal grounds e.g. judicial review)

Kamal Adatia
City Barrister & Head of Standards
September 2022

From: Kamal Adatia
Sent: 12 November 2025 20:53
To: Cllr Patrick Kitterick
Subject: Complaint 11/2025

Councillor Kitterick,

Please find below a complaint I have received about your conduct at the last meeting of Full Council which took place on 18th September 2025, specifically the comments you made to Cllrs Dawood and [REDACTED] in the course of debate. I think they can be broadly summarised as allegations that you attacked the people not the issues, and thereby showed disrespect contrary to the Code of Conduct - [Code of Conduct for Members](#).

Under the Council's arrangements for dealing with complaints about Councillors, I am obliged, within 15 further working days, to take one of the following actions after consulting with the duly appointed Independent Person (Mr Michael Edwards):

<https://www.leicester.gov.uk/media/183914/arrangements-for-dealing-with-standards-complaints-july-2017.pdf>

- a. Revert to the complainant to seek further clarification.
- b. Refer the matter for further fact finding by Monitoring Officer (where further information is needed before deciding what route to follow).
- c. Reject the complaint on the grounds that it is not related to the Code of Conduct, or may be covered by another process
- d. Reject the complaint on the grounds that it discloses no breach or potential breach of the Code of Conduct
- e. Reject the complaint on the basis that it is (i) trivial or (ii) not in the public interest to pursue or (iii) vexatious.
- f. Recommend informal resolution where (i) Code engaged and not breached, but where some gesture of reparation would still be in the interests of fairness; or (ii) Code engaged but low-level breach only has occurred, such as not to warrant formal investigation.
- g. Refer the matter for immediate further investigation.
- h. Refer the matter straight to the Standards Advisory Board where there is (i) clear evidence of a breach of the Code and (ii) it would be disproportionate and unnecessary to commission an investigation under g. above and (iii) informal resolution is not appropriate.

- i. In exceptional cases, refer the matter to the Standards Committee or subcommittee thereof for a decision on a. to h. above on the grounds that the Monitoring Officer feels it would be inappropriate to make the decision himself/herself.

I will revert to you once I have conferred with the Independent Person.

However, without binding the hands of myself and Mr Edwards, there is one matter that I should like to raise with you urgently in case it is an option that Mr Edwards and I favour after we consult with one another. After reflecting upon the allegations made, are you open to the idea of offering a fulsome verbal apology at the next meeting of Council (next Thursday) should myself and Mr Edwards consider that informal resolution is appropriate and proportionate? Please could you revert to me on this question at your earliest convenience.

Please keep this complaint confidential.

Kamal Adatia
City Barrister & Head of Standards

Monitoring Officer
Leicester City Council

(Part-Time - Monday, Tuesday and Wednesday only)

: Web: www.leicester.gov.uk

From: Amy Owen-Davis
Sent: 15 January 2026 17:24
To: Cllr Patrick Kitterick
Subject: FW: Complaint 11/2025

Dear Councillor Kitterick

I write further to the chain of emails below. Following your last communication with Kamal Adatia in early December, he has authorised me to take this matter forward, as Deputy Monitor Officer.

The matter was delegated to me in December. I have had the opportunity to consider the information to date. I have also contacted Mr Edwards.

It is noted that you failed to respond to the email of 27th November, by 5th December, as requested, and have not communicated and that you are willing to offer an apology on agreed terms. As such, the matter is not amenable to informal resolution.

The matter will now proceed to the Standards Advisory Board. I therefore invite you to submit any written evidence you may wish the Board to consider. The decision for the Board will be to decide whether the complaints should proceed to a Hearing.

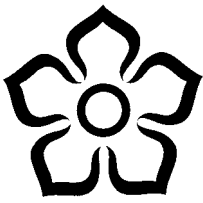
Should you wish to provide any written evidence, please provide the same to me by 4pm on Friday 23rd January 2026. Thank you.

Kind regards

Amy Owen-Davis

Principal Solicitor, Social Care & Safeguarding
Legal Services, Leicester City Council
4th Floor, Rutland Wing, City Hall, 115 Charles Street, Leicester, LE1 1FZ

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Leicester
City Council

Minutes of the Meeting of the
STANDARDS ADVISORY BOARD

Held: MONDAY, 9 FEBRUARY 2026 at 5.00pm

P R E S E N T :

Mr. Michael Galvin – Chair
Mrs. Alison Lockley
Councillor Bajaj

Mr. Michael Edwards – Independent Person (Virtual)

In Attendance:

Ms. Amy Owen-Davis – Deputy Monitoring Officer
Ms. Jessica Skidmore – Governance Services Officer

* * * * *

7. APPOINTMENT OF CHAIR

RESOLVED:

That Mr Michael Galvin be appointed as Chair for the meeting.

The Chair welcomed those present and led on introductions.

8. APOLOGIES FOR ABSENCE

Apologies for absence were received from Independent Member, Mr Mick Edwards, who joined the meeting virtually.

9. DECLARATIONS OF INTEREST

Members were asked to declare any interests they may have in the business to be discussed.

There were no declarations of interest.

10. PRIVATE SESSION

RESOLVED:

“that the press and public be excluded during consideration of the

following report in accordance with the provisions of Section 100A(4) of the Local Government Act 1972, as amended, because it would involve the likely disclosure of 'exempt' information, as defined in the Paragraphs detailed below of Part 1 of Schedule 12A of the Act and taking all the circumstances into account, it is considered that the public interest in maintaining the information as exempt outweighs the public interest in disclosing the information.

Paragraph 1

Information relating to any individual.

Paragraph 2

Information which is likely to reveal the identity of an individual.

Paragraph 7

The deliberations of a standards committee or of a sub-committee of a standards committee established under the provisions of Part 3 of the Local Government Act 2000 in reaching a finding on a matter referred under the provisions of section 60(2) or (3), 64(2), 70(4), or 5 or 71(2) of that Act.

Paragraph 7A

Information which is subject to any obligation of confidentiality.

11. COMPLAINT AGAINST A COUNCILLOR: TO CONSIDER THE INVESTIGATOR'S FINDINGS

The Deputy Monitoring Officer submitted a report asking the Board to consider the report into a complaint made in 2025 and to determine the next steps in relation to the complaint.

The Deputy Monitoring Officer provided a detailed overview of the complaint received on 9th October 2025. The Deputy Monitoring Officer told the Board that she had consulted with Mr Edwards as an Independent Person in accordance with the procedures for the investigation of complaints against Members.

The Board were advised that procedurally they were obliged to consider the matter, and to take one of two possible actions: 1) to take no further action. or 2) to refer the matter to a hearing for further findings to be made.

It was noted that upon being referred for hearing, then a hearing sub-committee would be convened to hear the evidence, make findings of fact and determine appropriate outcomes.

The Board considered the findings in the report and were in agreement that the report raised breaches which should be referred to a Hearing Panel.

RESOLVED:

That the complaint referenced be referred to a meeting of the Standards Hearing Sub-Committee.

12. ANY OTHER URGENT BUSINESS

There being no other urgent business, the meeting closed at 5:21pm.



Outlook

RE: Complaint 11/2025

From Amy Owen Davis

Date Mon 09/02/2026 17:48

To Cllr Patrick Kitterick

Dear Councillor Kitterick

Further to my email below I can confirm that the Standards Advisory Board met this evening and confirmed that the complaint should proceed to a Hearing Panel.

I would like to further extend the opportunity to you to submit any information upon which you wish to rely, to be taken into account at Hearing Panel. Please send this to me by no later than 4pm on 23rd February 2026.

Jessica will contact you, to confirm dates to avoid.

Kind regards

Amy Owen-Davis

Principal Solicitor, Social Care & Safeguarding

Legal Services, Leicester City Council

4th Floor, Rutland Wing, City Hall, 115 Charles Street, Leicester, LE1 1FZ

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STANDARDS HEARING - 21 APRIL 2026

CONSIDERATION OF COMPLAINT 11/2025 - COUNCILLOR KITTERICK

Report of Mr Michael Edwards, Independent Person

1. BACKGROUND

Under the Localism Act 2011 the Local Authority, in this case Leicester City Council must appoint at least one “independent person” whose views are to be sought and taken into account by the Authority before it makes a decision on an allegation that is being investigated. For the purposes of this matter I am the appointed independent person and I have been in post since 2017.

The councils arrangements for the handling of complaints about the alleged conduct of its members allows for a wide range of initial responses. From my experience it is very rare that a matter can not be dealt with other than by recourse to a full investigation of the matters.

Where the code of conduct is found to have been engaged more often than not the matter can be dealt with by way of informal resolution. In this particular matter myself and the Monitoring Officer, Mr Adatia agreed that the alleged breach was (i) potentially too serious and (ii) not suitable for informal resolution.

Councillor Kitterick has been a member of Leicester City Council since 2003. The current Code of Conduct and Arrangements were agreed in 2012 and members have agreed subsequent revisions of the Arrangements. The Code sets out the minimum standards of behavior expected.

2. ACTING IN HIS/HER CAPACITIES AS A MEMBER OF LEICESTER CITY COUNCIL

The first consideration upon receipt of a complaint about the conduct of a councillor is whether he/she was acting in their capacity as a councillor.

I note that this complaint concerns remarks made by Councillor Kitterick during the Full Council Meeting on 18th September 2025 - as detailed in the transcript of the relevant part of the meeting and in the YouTube live recording.

Furthermore, at no time since this process began has Councillor Kitterick sought to say that he was not acting in his capacity as a councillor during the meeting.

3. THE COMPLAINT OF COUNCILLOR KITTERICKS CONDUCT DURING THE MEETING OF 18 SEPTEMBER 2025

As you will be aware the sole evidence in this matter is contained within the YouTube recording and the subsequent transcript. The content is self explanatory.

The complainant, Councillor Mohammed alleges that Councillor Kitterick made several comments during the meeting which were aimed at individuals rather than focusing on the issues. This being contrary to the Code of Conduct.

During the course of Councillor Kittericks speech he can clearly be heard making personal comments about Councillor Dawood and [Councillor 2]. For example:

“Do you know why this systems rotten? Because it takes good people like (name redacted) and it turns it into [Councillor 2] who comes in and denies rights to people.”

“They’ll take the allowances and boy does Councillor Dawood take the allowances.”

“I would say to all councillors believe in yourselves. Don’t go, don’t go to big daddy Mayor to look after you.”

What is clear from the comments is that Councillor Kitterick was not focusing on ideas and policies but rather the individual. This was not the purpose of the meeting.

4. MITIGATION/EXPLANATION

Throughout this process Councillor Kitterick has on several occasions been afforded the opportunity to provide any comment or evidence he wished to be considered. To date he has not engaged in the process so we are left with his speech alone.

It is very disappointing that he has decided to adopt this position. From my experience the member concerned has always engaged with the Monitoring Officer.

5. ANALYSIS

His speech during the council meeting of 18 September alludes to perhaps some deeper frustrations which manifested themselves in the personal nature of his comments. Regardless of any frustrations he may have had his conduct was in my view unacceptable and breached the Code.

At the heart of a democratic society is the right to freedom of expression and this is no different in political life. It is right that political expression is interpreted widely so that open discussion on political issues and concerns can take place. This must be balanced against the right of people not to be subjected to unreasonable or excessive personal attack. Councillor Kitterick has on this occasion failed to meet this threshold. His comments were of a personal nature and did not focus on the issues.

6. CONCLUSION

I am currently of the view that Councillor Kitterick whilst acting in his capacity as a member of the council failed to comply with the Code of Conduct namely:

- Treat others with respect
- Not bully others
- Not to conduct yourself in a manner which is likely to bring the Authority into disrepute

7. SANCTIONS

In Councillor Kittericks speech there maybe some indication as to what lies at the root of his clear frustrations. Reference is made to the city mayor system which is an area he has previously expressed frustration with despite having voted for it. The other area concerns the “Miss X debate”.

However, in the absence of anything from him we are left with pure speculation and this in no way should excuse his comments. It is right that those in politics should be allowed to express strong views but this should always be with respect for others and focus on the issues. Councillors represent the communities they serve and they should lead by example.

This complaint was played out in the public arena and therefore I feel it would be appropriate for there to be a press release of the findings. I reserve the right to reflect on additional sanctions at the hearing.

Michael Edwards

Independent Person