

From: [gill, bhupinder](#)
To: [Councillor Chris Spalding; reynolds, teri](#)
Subject: councillor conduct minutes
Date: 27 August 2025 14:30:40
Attachments: [image002.png](#)
[image003.jpg](#)
Sensitivity: Confidential

Good afternoon Councillor Spalding

I have noted your comments in the email below in respect of both Vicky and the committee. Without particularising each and every allegation, I disagree with your assertions in respect of both. Your email indicates that you are either ignoring or are blind to the issues that the committee had to consider and determine. For the avoidance of doubt and putting it frankly the truth of the statements made by the complainant were largely irrelevant, as was the history and operating circumstances of the nursery.

What was relevant, was the content of your emails, the use of language, grammar and misleading assertions made by you. Many of those emails were provided directly by you. On that basis we shall be publishing the minutes in accordance with normal practise.

Teri, Vicky nor I will be engaging in any further correspondence with you in respect of this councillor conduct complaint or the complainant. Those matters have been determined by your peers. If the intent of attendance at the planned meeting with me is to seek to rehash the committee hearing, present a defence or mitigation, I can inform you that I will NOT be open to hearing such matters and the meeting will be brought to a close. The purpose of the meeting is to provide you with 121 training on the councillors code of conduct to encourage improved compliance.

I am not sure if you are still unwell, as you appear to be selectively undertaking the work of a councillor, despite stating that you were too ill to prepare for and attend the committee hearing, and contra to the advice and fit note produced by your GP. I and colleagues have [REDACTED]

Yours sincerely

Bhupinder Gill

Assistant Director, Legal and Governance

PS Please note I work unusual hours from time to time and do not expect responses outside of your normal working pattern.
