

Your ref:

Our ref: CCC/2026/003

Date: August 2026

PRIVATE & CONFIDENTIAL

Councillor Spalding
(sent via secure email to
chris.spalding@medway.gov.uk)

Legal and Governance Services

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Dear Councillor Spalding,

**Councillor Conduct Committee – 5 August 2026
Complaint CCC/2026/003**

I am writing to you with regard to the Councillor Conduct Committee which met on 5 August 2026 in relation to a complaint made against you to consider the final investigation report and the view of the Independent Person.

Preliminary matters

The Committee took a great deal of time to consider your request for a deferral. The Committee considered your email exchanges in relation to the request to defer, along with [REDACTED].

The Committee also took into account the impact on the complainant in further delaying this matter, and the potential negative impact this could have on [REDACTED]. They also noted that the investigating officer had reached out to you on several occasions to obtain your response to the complaint and that you failed to engage in a constructive manner and therefore considered it was unlikely that prolonging the issue, would be beneficial to either party.

The Committee therefore decided to decline your request to defer and proceeded with the hearing.

Before reaching a decision on this matter the Committee also considered the views of an Independent Person, in accordance with Section 28 of the Localism Act 2011, which were set out at section 9 of the report. An Independent Person was present at the meeting and also commented on the complaint.

Finding of facts

On considering the report itself, the Committee initially determined the findings of fact. The Committee determined the following:

- That you were clearly acting as a Councillor during your correspondence, signing off your emails as a Medway Councillor and using Medway Council letter headed paper, therefore the Code of Conduct applied.
- That the email exchanges (provided by the complainant) provided evidence of the correspondence between yourself and the complainant.
- That the Investigating officer had invited you to assist with the investigation of the matter, however that you had failed to engage constructively in the process

- That there had been a meeting of members of the public (at which you were not present) who determined to challenge a planning decision
- That you and another sought legal advice in a personal capacity
- That once the Parish Council were quorate, they invited the third party to submit details of the legal fees incurred for consideration for reimbursement
- That you had requested the parish council to reimburse you for legal fees incurred on a matter that the Parish Council had not requested you incur
- That the matter was unconnected to your role as a Medway Councillor.

Breach of the Code of Conduct

The Committee then went on to the second stage of the process, to determine whether the facts gave rise to a breach of the Member Code of Conduct. During its deliberations, the Committee took into account the view of the Independent Person, which was set out at section 5 of the report.

The Committee found that you did breach the Code of Conduct, specifically citing paragraphs:

2.1 You must:

- i) not conduct yourself in a manner which could reasonably be regarded as bringing the Council or your position into disrepute

4. Using the Council's Resources

- 4.1 You must, when using or authorising the use by others of the resources of the authority, ensure that such resources are not used improperly for political purposes (including party political purposes) and you must have regard to any applicable Local Authority Code of Publicity made under the Local Government Act 1986. You should have regard to the guidance issued by the Councillor Conduct Committee on the use of council resources.

On 1 March 2026 you sent a letter to the complainant using Medway Council letterheaded paper. The letter set out details of a purely personal matter which had no connection with Medway Council, nor your office of a Councillor of Medway Council. The Committee determined that this was an inappropriate use of Council resources and by using Council letterhead paper, you brought the Council into disrepute.

You emailed the complainant using your Medway Council email address, signed off the email as Councillor Christopher Spalding, Member for All Saints Ward. The email was in relation to a purely personal matter and not connected to your office as Medway Councillor. The Committee determined that this was an inappropriate use of Council resources and by using your Council email address and signing off the email as Member for All Saints ward, you brought your office into disrepute.

Sanction

Finally, having determined that your actions had amounted to a breach of the Code of Conduct, the Committee moved to the final stage of the process and considered whether to impose any sanctions.

The Committee first considered whether there were any mitigations or aggravating factors to consider. The Committee again noted your references to [REDACTED]. Further, that on 13 November 2025 the Council had censured you in relation to a previous breach of the code of conduct, requested that you apologise to the complainant in that case and attend training on the code of conduct. You have failed to attend the training, and far from apologising, you sought to justify your actions when talking to the media. The Committee noted the sanctions available to them under the legislation and found them wanting in these circumstances.

The Committee determined that:

1. a recommendation of censure of you be made to the next Full Council meeting.
2. you be asked to send a sincere and fulsome letter of apology to the complainant and to Medway Council, which should first be shared with and approved by the Chairperson of the Councillor Conduct Committee, Councillor McDonald.
3. your conduct identified a training need for you and so additionally, the Committee requested you to undertake further training on the Code of Conduct with the Monitoring Officer.
4. a recommendation to full Council requiring you to return the Council supplied laptop for a minimum of three months and that you only be returned the laptop after this period once you have complied with step 3 above.
5. Step 4 above be implemented after a period of 14 days of the full Council decision to allow you to remove any information stored on the equipment.

The Committee also noted that the matter of there being a Single Point of Contact at the Council for you should remain a matter for the Monitoring Officer to determine. Therefore, please continue to refer all contact via me until further notice.

The minutes of the meeting will be published in the next few days and will be able to be viewed using the following link:

<https://democracy.medway.gov.uk/ieListDocuments.aspx?CId=404&MId=6696&Ver=4>

The minutes will refer to your name as the subject member of the complaint, in line with the Council's procedure for investigations and as agreed by the Councillor Conduct Committee. The minutes will not name the complainant.

There is no right of appeal against the decisions of the Councillor Conduct Committee.

If you have any further queries, please do not hesitate to contact me.

Yours sincerely

[REDACTED]

Bhupinder Gill
Monitoring Officer