

Your ref:

Our ref: CCC/2026/010

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/2026/010**

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 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 delaying this matter, and the potential negative impact this could have on [REDACTED]. They also noted 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.

Screening

The Committee was informed by the Monitoring officer that due to the serious nature of the allegation and the lack of investigation required, he had abridged the process and presented a report detailing the initial screening process and the outcomes of an investigation in one report. However, the Committee needed to consider both stages, and only if they were satisfied the screening test was met could they decide whether to proceed to an immediate hearing to consider the outcome of an investigation.

The Committee considered the limbs of the screening test set out in paragraph 3.1 of the report and were satisfied that the test was met and the matter was so serious to proceed to investigation.

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, using your Medway Council email address and signing off your emails as a Councillor, therefore the Code of Conduct applied.
- 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 the email was unambiguous, you were seeking to advance a personal financial matter.
- That you sought financial information about an individual person from the Council.
- That the matter was unconnected with 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 9 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.

6. Acting in the Public Interest

- 6.1 You must act solely in the public interest and should never improperly confer an advantage or disadvantage on any person or act to gain financial or other material benefits for yourself, your family, a friend or close associate.

On 28 May 2026 you sent an email to a junior officer at the Council. The email provided brief details of a purely personal financial matter which had no connection with Medway Council, nor your office of a Councillor of Medway Council. You

requested the officer to provide you with financial details relating to an individual to advance your personal financial position in relation to that person.

You emailed the Council officer using your Medway Council email address, signed off the email as Councillor Christopher Spalding. The email was in relation to purely personal matter and not connected to your office as a Medway Councillor. 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.

The use of the your Council email address for purely personal matter was an inappropriate use of council resources.

By seeking financial information of a third party, you were not acting in the public interest, you were seeking to improperly confer a financial advantage upon yourself and a disadvantage on the individual person.

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 on conduct and additionally 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 Council officer, which should first be shared with and approved by the Chairperson of the Councillor Conduct Committee, Cllr 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, which is to run consecutive to the previous period, therefore this period will commence following the expiry of the three-month period relating to complaint CCC/2026/003. You will then only be returned the laptop after this period once you have complied with step 3 above.

The Committee noted that the matter of there being a Single Point of Contact at the Council for Councillor Spalding should remain a matter for the Monitoring Officer to determine. Therefore please continue to refer all contact via me until further notice, including the letter referred to in step 2 above, which should be sent to me for forwarding on to the relevant officer.

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

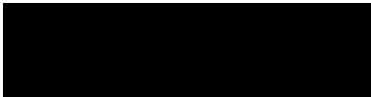
<https://democracy.medway.gov.uk/ieListDocuments.aspx?CId=404&MId=6696&Ver=4>

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.

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



Bhupinder Gill
Monitoring Officer