

Consideration of a Code of Conduct Complaint

Decision Notice

Complaint Nos.:	Complaints received	Independent Person:
20061 and 20123	20 March 2024 and 3 April 2024	Hearing: Andrew Mills-Hicks Complaint: Chris Ballinger
Name of complainants:	Name of Subject Councillor:	City / Parish Council:
Cllr Susan Brown and Cllr Ed Turner	Cllr Amar Latif	Oxford City Council
Decision	<p>This complaint having been upheld the Monitoring Officer has considered publication of it against the Nolan principle of Openness which states that “Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.”</p> <p>In this matter the Monitoring Officer has considered the matter against that principle and decided to make the decision public.</p> <ol style="list-style-type: none"> 1. That Councillor Latif has breached the Code of Conduct: <ul style="list-style-type: none"> • The Panel unanimously agreed that Councillor Latif was in breach of the Code of Conduct in relation to a lack of respect and disregard for professional advice. The Panel accepted and agreed with the findings and conclusions of the External Investigator’s report. • The Panel found Councillor Latif’s actions were intimidating, insulting, undermining and denigrating to officers and councillors. However, it was not agreed upon that this had exceeded the threshold to be considered as bullying. • The Panel agreed that Councillor Latif’s conduct brought the Council into disrepute. 	

	<ul style="list-style-type: none"> • That Councillor Latif had therefore breached sections 6.1, 6.4 and 6.5 of the Code of Conduct in relation to respect, giving due regard to professional advice and bringing the Council into disrepute. <p>2. That the following sanction be imposed on Councillor Latif as a result:</p> <ul style="list-style-type: none"> • Councillor Latif be issued with a formal censure by full Council. In addition, the Panel recommended that Councillor Latif undertake further Code of Conduct training, specifically around rules of attending committees, and that he issues a formal apology to the Monitoring Officer, Lord Mayor and Chief Executive.
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Summary of complaint

1. The complaint by Councillor Susan Brown is as follows:

“Councillor Amar Latif repeatedly challenged the Lord Mayor, the Monitoring Officer and the Chief Executive in a bullying manner, refusing to accept the professional advice of officers, speaking over them and disrupting the meeting.

The behaviour was very rude and aggressive and seemed designed to try and intimidate them into agreeing with him.

The Lord Mayor, CEx and Monitoring Officer are all female and the behaviour appeared misogynistic as well as rude.

He repeatedly shouted (very loudly) over each of them, wouldn’t listen to the responses and wouldn’t accept the professional advice.”

2. The complaint by Councillor Ed Turner is as follows:

“Initially Cllr Latif raised a perfectly reasonable point of order, but this degenerated into further, repeated attempts to speak, which came across as heckling both the Lord Mayor and the Monitoring Officer. At one point these interjections were joined by Cllr Malik.”

3. The relevant parts of the Code of Conduct are as follows:

a. **6.1 Respect:**

A Councillor:

6.1.1 Shall treat everyone, including other Councillors and members of the public with respect.

6.1.2 Shall treat local authority employees, employees and representatives of partner organisations and those volunteering for the local authority with respect and respect the role they play.

b. **6.2 Bullying, Harassment and Discrimination**

A Councillor:

6.2.1 Shall not bully any person.

6.2.2 Shall not harass any person.

6.2.3 Shall promote equalities and not discriminate against any person.

c. **6.4. Professional advice**

A councillor:

6.4.4 When making decisions on behalf of, or as part of, the Council shall have due regard to any professional advice provided by the Council's Officers

d. **6.5 Disrepute**

A Councillor:

6.5.1 Shall not bring their role or local authority into disrepute.

Decision of the Hearing Panel:

4. The Panel heard submissions from Councillor Latif that he disagreed with the decision but acknowledged that he had learned from the process.
5. The Panel also heard from the appointed Investigator.
6. The Panel concluded that the actions of Councillor Latif had breached the Code of conduct as set out, and for the reasons detailed, in the decision summary on this Decision Notice. Whilst the Panel found that Cllr Latif's actions were intimidating, insulting, undermining and denigrating to officers and councillors, it was not agreed upon that bullying had occurred
7. The Panel then invited representation from Councillor Latif as to sanctions. The Panel determined to apply the sanctions as set out in the decision summary of this Decision notice.

Signed	Deputy Monitoring Officer for and on behalf of the Monitoring Officer
Name	Emma Griffiths
Date	31 October 2025
Publication	Public: to website – censure to be issued by full Council meeting via recommendation Press statement: Yes – reactive

