

Schedule of facts

1. The relationship commenced on or about 22 August 2017
2. The relationship had concluded by 8 February 2018 and had probably effectively ended in mid-January 2018.
3. The relationship was a close association.
4. The relationship was characterised by its on and off nature.
5. The relationship should have been disclosed but the on/off nature of the relationship made it difficult to judge when that should have occurred. If it had been a consistent relationship it would have been much clearer when to disclose.
6. The use of the council electronic system for personal emails is accepted as evidence by the emails in the bundle provided between 3rd November 2017 and 12th February 2018.
7. The use of the council electronic systems for engaging in personal correspondence is accepted as evidence by the emails in the bundle provided between 3rd November 2017 and 12th February 2018
8. That emails were exchanged during working hours as evidenced by the timing and that officer time was used to respond. These emails were of a personal nature.
9. Periods of time were used to hold conversations described as the employee as 1 to 1 time and by Cllr Clifford as time spent getting to know one another and general conversations with someone you are trying to get to know better. These meeting were usually at lunch time or after work and probably no more than once a week during work time.
10. One day was spent at Morecambe Town Hall when the employee and Cllr Clifford were both working in the member's room. There were conversations during the day as they were co-located. Cllr Clifford describes himself as sociable.
11. Some of the conversations evidenced in the emails and between the individuals were flirtatious. The sexual references and innuendo of the conversations and emails did take place but were aspects of the flirtatious behaviour and do not indicate any other activity.
12. No inappropriate sexual activity occurred on council premises.
13. The suggestion that any Cllr Clifford stayed overnight on any council premises is denied. A spare shirt etc is kept at both town halls to facilitate evening meetings.

Signed:



Cllr Clifford

Dated:

8/6/2018

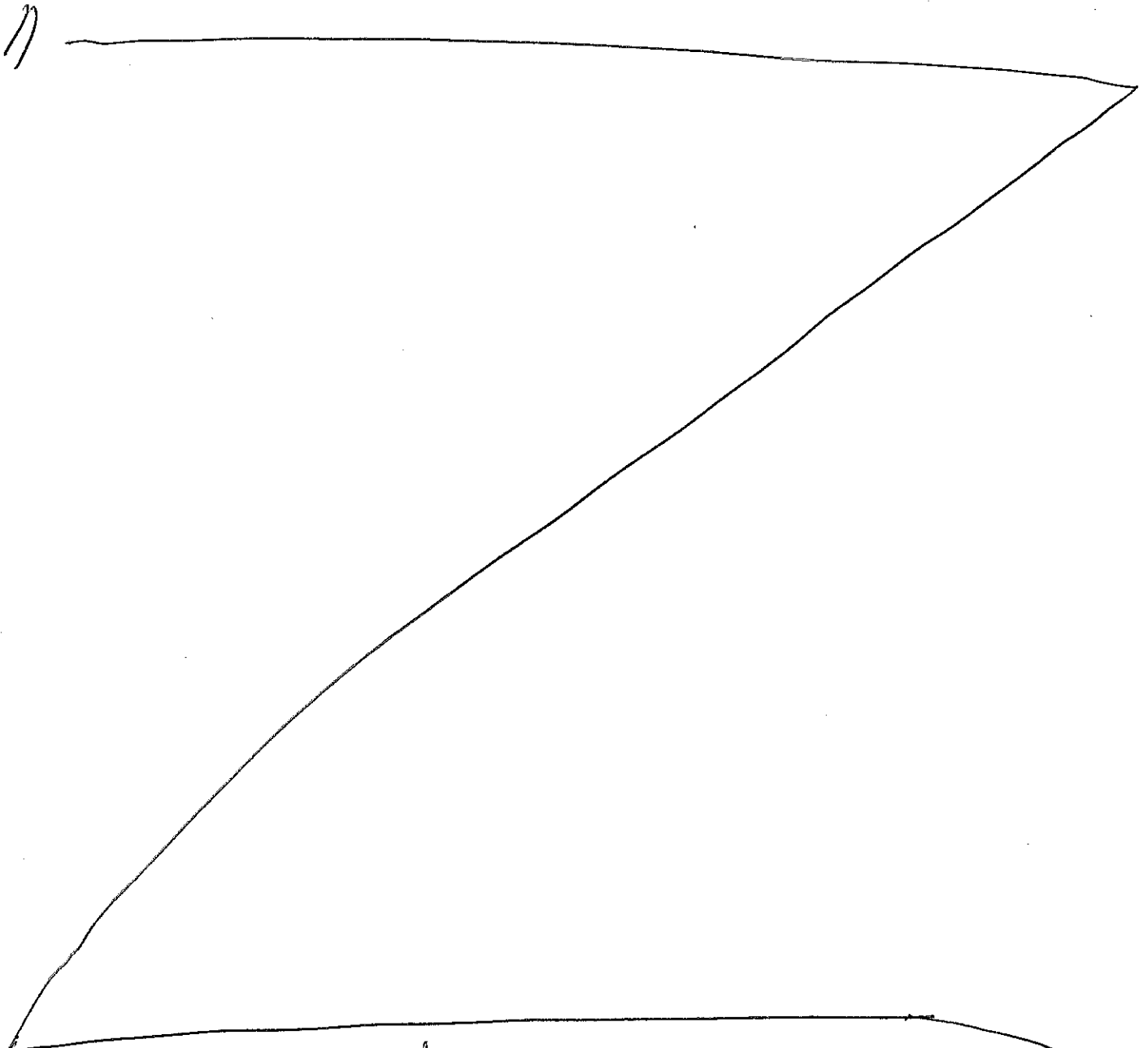
June 2018

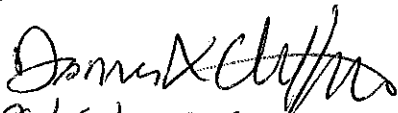
14. Cllr Clifford stated he deeply regretted having done anything like this during work time and he regrets the entire episode. Cllr Clifford confirmed that it will not happen again and it was a sharp reminder of the interaction with staff.

15. Cllr Clifford expressed his concern for the employee who has been hurt the most and is substantially upset by the whole circumstances and outcome for her and that she is put at risk.

Signed: 

Dated: 8/6/2018



Signed: 
Dated: 8/6/2018

Cllr Clifford
June 2018