

**Debra Jones**  
**Professional Lead – Legal / Arweinydd**  
**Proffesiynol – Cyfreithiol**  
**Deputy Monitoring Officer /Dirprwy**  
**Swyddog Monitro**

Councillor P Pritchard,  
15 Oldford Close,  
Welshpool,  
Powys SY21 7SX

**Atebwch os gwelwch yn dda /Please reply to:**  
**Gwasanaethau Cyfreithiol/Corporate Legal Services**  
**Cyngor Sir Powys/Powys County Council**  
**Neuadd y Sir/County Hall**  
**Llandrindod Wells**  
**Powys LD1 5LG**

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**Email / Llythyru electronig:**

**Your ref / Eich cyf:**

**Our ref / Ein cyf:**

**Date / Dyddiad:** 4 November 2025

Dear Councillor Pritchard,

**Re: Standards Community Sub-Committee Meeting – 17 September 2025**  
**Public Services Ombudsman for Wales Investigation into Allegations of**  
**Breach of Welshpool Town Council's Code of Conduct for Members**  
**against Councillor Phil Pritchard [202202515 & 202208668]**

In accordance with Rule 18.4.10.7.4 of the Constitution I write on behalf of the Council's Standards Community Sub-Committee to formally notify you of its decision pursuant to the above matter.

The Standards Community Sub-Committee met on the 17 September 2025 in County Hall, Llandrindod Wells and at that meeting adopted the Council's procedure under Section 18 of the Constitution, Code of Conduct for Members.

Present:

Powys Standards Community Sub-Committee:

- Stephan Hays (Chair)
- Claire Moore (Vice Chair)
- Nigel Steward
- Russell Stafford-Tolley
- Councillor Steve Deeks-D'Silva (Town Councillor)
- Deputy Monitoring Officer Debby Jones, Powys County Council

PSOW:

- Phillip Morris, Counsel

[www.powys.gov.uk](http://www.powys.gov.uk)

Croeso i chi gysylltu â ni yn Gymraeg. Byddwn yn ymateb yn Gymraeg, heb oedi.  
You are welcome to contact us in Welsh. We will respond in Welsh, without delay.





- Louise Moorland - PSOW Investigator

Councillor Phil Pritchard

### **Preliminary issues**

The Standards Community Sub-Committee decided 2 preliminary issues on the 16 September 2025 – the admissibility of witness statements and to hold the meeting in private, due to the confidential nature of information regarding witnesses and their personal data.

### **Stage 2 - Findings of Fact**

The Standards Committee considered the Deputy Monitoring Officer's covering report, the report of the Ombudsman and representations from you and Counsel for the Ombudsman. The Committee also heard from witnesses, Alison Davies, Deb Justice, Anne Wilson and Cllr Richard Church.

The Committee considered each disputed fact and decided after careful deliberations, based on the evidence before them that each fact was found to have occurred.

#### **Reasons:**

- That you behaved in a discourteous and intimidating manner towards others on the 27th and 29th September 2022.
- That you made sexist and misogynistic remarks at the FAW event.
- That the comments you subsequently made to the Press following the decision of the FAW disciplinary against you, were inappropriate.

### **Stage 3 - Code of Conduct for Members**

Thereafter and in light of the findings made (above) the Sub-Committee decided that you had breached the Council's Code of Conduct for Members namely paragraphs:

- 4(b) – You must show respect and consideration for others;
- 4(c) – you must not use bullying behaviour or harass any person; and
- 6(1)(a) – you must conduct yourself in a manner which could reasonably be regarded as bringing his office or authority into disrepute.

The Sub-Committee found that you had breached these paragraphs of the Code.

#### **Reasons:**

- You continued to harass a member of staff when it was obvious she was upset.

- Your emails contained many words in upper case which is considered as shouting the message
- You were aware of the Code of Conduct having completed at least two training sessions
- Having admitted your guilt to the FAW, that was reported in the press, you then denied it to the press. As a long standing politician, you will be aware of the care needed when talking to the press.

#### **Stage 4 - Action/Sanction**

The Standards Community Sub-Committee decided after careful consideration that a sanction was appropriate.

The Sub-Committee decided that no action was not an appropriate response.

The Sub-Committee considered the APW Sanctions Guidance, which states that the sanctions system:

- provides a disciplinary response to an individual member's breach of the Code;
  - places the misconduct and appropriate sanction on public record;
  - deters future misconduct on the part of the individual and others;
  - promotes a culture of compliance across the relevant authorities and
  - foster public confidence in local democracy
  - upholds standards of conduct in public life
  - maintains public confidence in local democracy.

In considering the appropriate sanction, the Standards Community Sub-Committee came to the following conclusion that a sanction was appropriate.

The Committee took the following into account:

- The police took no further action
- The sanctions imposed by the FAW
- The distress caused to the parties involved
- The length of time that this matter has taken to be resolved

#### **Human Rights – Articles 6 & 10**

Enhanced protection of freedom of expression does not apply as:

- you were not acting as a councillor and not engaged in political debate
- It does not extend to gratuitous or offensive personal comment, nor to comment directed at denigrating disability, sex or race.

#### **Seriousness of the breach**

- Language and tone used.

**Aggravating factors -**

(taken from Adjudication Panel for Wales Sanctions Guidance):

- that you sought to blame others
- seeking to unfairly blame others for the member's own actions
- lack of understanding or acceptance of the misconduct and any consequences;
- that you are a councillor of long-standing service and experience – 40 years plus
- your expression of views which are not worthy of respect in a democratic society, are incompatible with human dignity and conflict with the fundamental rights of others
- your conduct has brought the office of Member & Council and/or public service into disrepute;
- that you failed to show insight into why your conduct may be suggestive of a breach of the Code
- that you remain a Town Councillor.

**Mitigating factors -**

(taken from Adjudication Panel for Wales Sanctions Guidance):

- your poor health
- that you have no record of previous breaches of the Code
- your long-standing service as a Councillor
- you did not seek or receive personal gain
- the breaches are not ongoing
- you stated that there was little chance of repetition of the conduct
- you maintained that it was you who was subjected to bullying behaviour.

The Standards Committee accordingly decided to exercise its power under **Regulation 9 Local Government Investigations (Functions of Monitoring Officers and Standards Committees) (Wales) Regulations 2001**, as amended, that you should be censured.

**Reasons for decision:**

- no action is not appropriate
- that breaches were not so trivial as to warrant no action and therefore worthy of censure
- that Councillors should be aware of what they are/are not permitted to do
- breach of paragraph 4(a) and (c) are serious
- there is merit in having the decision on record as you remain a Town Councillor
- the sanction will deter and be a learning point for other Councillors
- the sanction will assist all Standards Community Sub-Committees in maintaining high standards
- there needs to be a deterrent to breaching the Codes that is understandable by those who serve the public and the public itself.



## Appeal

Please note that you have the **right to appeal** against the determination of the Standards Community Sub-Committee. The appeal must be instigated by giving notice seeking permission to Appeal in writing, **within 21 days** of receipt of this letter, to the Adjudication Panel at the following address:

Registrar to the Panel  
Adjudication Panel for Wales  
Government Buildings  
Spa Road East  
Llandrindod Wells  
Powys  
LD1 5HA

Upon receipt of the Notice of Appeal, the President of the Adjudication Panel for Wales will decide whether or not permission to appeal should be given. The basis of an appeal must specify the grounds for appeal and whether you consent to the appeal being conducted by way of written representations.

Further assistance on Appealing can be found at:

[Appeals against standards committee decisions | The Adjudication Panel for Wales \(gov.wales\)](#)

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

Yours sincerely,

A handwritten signature in black ink, appearing to read "Debby Jones".

Debby Jones  
Professional Lead – Legal / Arweinydd Proffesiynol – Cyfreithiol  
Deputy Monitoring Officer /Dirprwy Swyddog Monitro

cc Ombudsman for Wales  
Mr Stephan Hays, Chair Standards Community Sub-Committee, Powys County Council