

APCM Resolution: Removal of PCC Members for Breach of Code of Conduct

Explanatory Note

The APCM is asked to consider this resolution in order to ensure that the PCC has a clear, fair, and transparent process for addressing serious breaches of its Code of Conduct. As charity trustees, PCC members are collectively responsible for safeguarding the integrity, reputation, and effective governance of All Saints with Holy Trinity, Loughborough. This resolution provides the PCC with a defined mechanism to act where a member's conduct falls short of agreed standards, while ensuring due process, proportionality, and a high threshold for any decision to remove a member.

- This resolution applies only to **removal from the PCC**, and does not determine membership of the church, pastoral care, or any clerical discipline process.
- The PCC should keep an appropriate written record of the investigation and decision.
- The Code of Conduct referred to should be formally adopted by the PCC and kept under regular review.
- This procedure does not override any statutory disqualification requirements or safeguarding obligations.

Resolution

That this Annual Parochial Church Meeting authorises the Parochial Church Council to remove a member of the PCC (being a charity trustee) where that member is found to have breached the PCC Code of Conduct.

The process for such removal shall be as follows:

1. Where the PCC becomes aware of an alleged breach of the Code of Conduct, the PCC shall ensure that the matter is investigated in a timely, fair, and proportionate manner.
2. The member concerned shall be informed of the allegation and given a reasonable opportunity to respond as part of the investigation.
3. Following the investigation, the PCC shall consider whether the Code of Conduct has been breached and whether removal from office is an appropriate and proportionate response.
4. A decision to remove a member of the PCC under this resolution shall require a majority of not less than two-thirds of those present and voting at a quorate meeting of the PCC.
5. A member who is the subject of the investigation shall not participate in the discussion or vote relating to their own removal.

Any removal under this resolution shall take effect immediately upon the passing of the relevant PCC resolution.