

Private & Confidential

Simon Fairlie

Via email: chapter7@tlio.org.uk

8th May 2023

Dear Simon,

Disciplinary Outcome

We note that you are unable to meet with us on Wednesday May 10th, it is not possible to find a mutually convenient date unless it is a much later date than this. You have indicated you need a response before Wednesday for personal reasons. This letter confirms the outcome to your disciplinary hearing held on 2nd May 2023 in relation to the recent whistleblowing complaint made by Stephen Williams, which highlighted amongst other things, bullying and harassment by you.

Following receipt of Stephen's complaint, we followed the correct whistleblowing procedure as required by the Charity Commission. Unfortunately, there was no existing procedure at Monkton Wyld that allowed an anonymous complaint to be made and this type of whistleblowing complaint could not have been dealt with via the community's conflict resolution procedure. Throughout this process we have considered information gained during the investigation from various community members past and present, our responsibilities as trustees of the charity, and reviewed all of the documentation including your tenancy agreements.

We have taken into consideration the fact that this is not the first time The Board of Trustees or the community have received written complaints about you and your behaviour at Monkton Wyld. There have been several previous complaints about you, and you have previously received two written warnings for anti-social behaviour directed towards community members.

We have looked at all the options available to us and given each a lot of consideration. Your contribution to Monkton is not underestimated, but we feel that the time has come for you to leave Monkton Wyld. This is the unanimous decision of The Board of Trustees.

This has been a very difficult decision to make. We are aware of your many years at Monkton. We are reluctant to serve eviction notices and would prefer to reach an agreement with you that doesn't require that formal route.

We wish to give you an opportunity to leave with dignity and make arrangements that are practical for you and negotiate a date to leave that is as practical as possible.

Your tenancy agreements talk about three months and six months' notice. We are willing to agree a suitable time frame with you of up to six months if you wish to stay that long, however, it may be better for all concerned if you leave as soon as is practicably possible. We will during this time expect you to behave with respect to all members of the community and desist from any perception of bullying and intimidation behaviour which would require further action on our part.

You do have the right to appeal against our decision if you are not satisfied with it. If you do wish to appeal, you must inform the board of Trustees in writing within 5 days of receipt of this letter. If you do appeal, The Board will then invite you to attend an appeal hearing. The outcome to an appeal meeting will then be final.

Yours sincerely,

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For and on behalf of The Board of Trustees