

## RECORD OF THE OUTCOME OF INFORMAL RESOLUTION

On 17 February 2025, a complaint was referred for informal resolution by the Monitoring Officer for the Police and Crime Commissioner for Lincolnshire acting under delegated powers in accordance with the Lincolnshire Police and Crime Panel's Arrangements for Handling Complaints (Arrangements). In so doing the Monitoring Officer for the Police and Crime Commissioner for Lincolnshire had determined that the complaint did not warrant referral to the Independent Office for Police Conduct (IOPC) under the Arrangements and therefore should be referred to me as the Monitoring Officer to the Police and Crime Panel for Lincolnshire for informal resolution under the Arrangements. The complaint was against Marc Jones, Police and Crime Commissioner for Lincolnshire.

The complaint consisted of two allegations and for ease of reference they are referred to as Allegation 1 and Allegation 2, respectively.

In summary, Allegation 1 is that Mr Jones 'was less than honest with investigators' in relation to an investigation conducted by the IOPC under Operation Motala. In support, the complainant submitted a series of text messages allegedly sent by Mr Jones to a third party. Furthermore, the complainant complained over the language used in some of the text messages towards some of the members of the Police and Crime Panel including, in particular, the Chair.

After careful consideration, I have decided that it is neither necessary or proportionate that I disclose the various text messages that accompany the complaint or the supporting narrative, containing references to third parties who are not the subject of this report and information that I consider would cause unjustified harm to their rights and interests and those of Mr Jones. The fact that I have considered the totality of this information in the production of this record, in my view, best satisfies the public interest in the way such information should be treated for the purposes of the informal resolution procedure that I am required to undertake.

In summary, Allegation 2 is that Mr Jones was involved in a relationship with an employee of Lincolnshire Police who was then appointed to a senior position within the Office for the Police and Crime Commissioner for Lincolnshire on a salary almost double that of the previous post holder.

As the Monitoring Officer to the Police and Crime Panel for Lincolnshire I have considered the complaint in accordance with the informal resolution procedure under the Arrangements, including undertaking an interview with Mr Jones and receiving his representations on such matters.

### Outcome of informal resolution

#### Allegation 1

There are two elements to this allegation. The first relates to the allegation that Mr Jones 'was less than honest with investigators' that conducted the IOPC investigation under Operation Motala. The process of informal resolution under the Arrangements specifically prohibits the conducting of an investigation. As such, it is not considered within the remit of informal resolution to seek to reopen this investigation or to seek to decide on what or wasn't provided to investigators at the time. To do so would be disproportionate to the aim of seeking to 'informally resolve' this complaint and exceed the remit of informal resolution.

That said, Mr Jones has provided categorical assurances that he fully complied with all requests for information from the relevant investigators at the time and there was nothing in the text messages that changed his view on this. Indeed, in so doing, he had sought advice from specialist solicitors to

advise him on such matters and has subsequently obtained further assurance from the same solicitors that the text messages that have been filed in the complaint do not materially differ to the information provided to the investigators. Accordingly, no further action is recommended on this element of Allegation 1.

In so far as the second element is concerned, Mr Jones accepted that he shouldn't have sent the text messages containing information concerning a confidential recruitment process that he was involved with in his capacity as the Police and Crime Commissioner and regretted the 'strong' language used to describe some of the Panel members involved in that process, most particularly the Chair. Mr Jones expressed regret for sending these messages and, on reflection, accepts that he could have dealt with the situation differently.

After careful consideration, I am of the view that, because, in the main, the messages concerned the confidential recruitment process that Mr Jones was involved with in his capacity as the Police and Crime Commissioner and related to information he had derived from that process, there is sufficient connection between his conduct and the functions and business of his office as Police and Crime Commissioner so as to engage his Code of Conduct. In so doing, the sending of those text messages that disclosed details of the confidential recruitment process was, in my view, inconsistent with the commitment given under his Code of Conduct (paragraph 14) to not disclose confidential information. In addition, by his own admission, some of the language used in those messages was 'strong' particularly towards the Chair of the Panel, and having carefully considered the relevant text messages I consider that such language was inconsistent with the commitment given under his Code of Conduct (paragraph on Leadership) to 'treat others with dignity and respect.'

Accordingly, I recommend that Mr Jones undertakes appropriate training on his Code of Conduct, particularly in relation to the matters detailed in this record and the distinction between conduct in private and public life.

#### Allegation 2

In relation to this matter, Mr Jones was categorical that he was not in a relationship with his colleague at the time of their appointment or subsequently. As far as he was concerned the appointment was made on merit and in accordance with proper process. There had been a review of the salary but again this had been in accordance with proper process. Accordingly, no further action is recommended on Allegation 2.

#### Recommendations arising from informal resolution

Mr Jones has accepted my recommendation that he undertakes appropriate training on his Code of Conduct.

Will Bell

Monitoring Officer to the Police and Crime Panel for Lincolnshire

9 January 2026