

**STAFF APPEALS COMMITTEE**

A meeting of the Staff Appeals Committee was held on Wednesday 26 February 2025.

**PRESENT:** Councillors D Jackson (Chair), D Davison and A Romaine

**OFFICERS:** C Benjamin, C Jones, M O'Farrell and M Worrall

24/47 **DECLARATIONS OF INTEREST**

There were no declarations of interest received at this point in the meeting.

24/48 **EXCLUSION OF PRESS AND PUBLIC**

**ORDERED** that the press and public be excluded from the meeting for the following items on the grounds that, if present, there would be disclosure to them of exempt information as defined in Paragraphs 1 of Part 1 of Schedule 12A of the Local Government Act 1972 and that the public interest in maintaining the exemption outweighed the public interest in disclosing the information.

24/49 **WELCOME, INTRODUCTIONS AND FIRE EVACUATION PROCEDURE**

The Chair welcomed all attendees to the meeting and explained the fire evacuation procedures.

24/50 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

The Chair explained the Disciplinary Procedure that would be followed during the Staff Appeal meeting.

24/51 **CASE REF AD/07/24**

The Committee considered an appeal AD/07/24 against a disciplinary outcome under the Disciplinary Policy.

A statement of case from the Management Representative and the Appellant had been circulated to all parties concerned prior to the meeting.

The Management Representative presented their case and responded to questions asked by the Appellant and Members of the Committee.

The Appellant presented their case and responded to questions asked by the Management Representative and Members of the Committee.

Following the summing up of the cases by the Management Representative and the Appellant, the Chair informed the Appellant that the outcome of the Committee's decision would be confirmed in writing to the Appellant by the Legal Services Representative.

Both parties withdrew from the meeting. The Legal Services Representatives, the HR Representative and the Democratic Services Officer remained whilst the Committee determined the appeal.

**ORDERED:** that, having given full consideration to all of the evidence presented the appeal against the Disciplinary under the Disciplinary Policy would not be upheld.