

## STAFF APPEALS COMMITTEE

<b>Date:</b>	<b>Wednesday 16th July, 2025</b>
<b>Time:</b>	<b>10.00 am</b>
<b>Venue:</b>	<b>Spencer Room</b>

## AGENDA

1. Declarations of Interest

To receive any declarations of interest.

2. Minutes- Staff Appeal Committee - 7 May 2025

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3. Exclusion of Press and Public

To consider passing a Resolution Pursuant to Section 100A (4) Part 1 of the Local Government Act 1972 excluding the press and public from the meeting during consideration of the following items on the grounds that if present there would be disclosure to them of exempt information falling within paragraphs 1, of Part 1 of Schedule 12A of the Act and the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

4. Welcome, Introductions and Fire Evacuation Procedure

In the event the fire alarm sounds attendees will be advised to evacuate the building via the nearest fire exit and assemble at the Bottle of Notes opposite MIMA.

5. Procedure Note for Staff Appeals Committee

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6. Case Ref AD/10/23

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Town Hall  
Middlesbrough  
Tuesday 8 July 2025

**MEMBERSHIP**

Councillors D Davison (Chair), A Romaine, and L Lewis

**Assistance in accessing information**

**Should you have any queries on accessing the Agenda and associated information please contact Joanne McNally, 01642 728329, [joanne\\_mcnally@middlesbrough.gov.uk](mailto:joanne_mcnally@middlesbrough.gov.uk), Claire Jones, 01642 729112 [claire\\_jones@middlesbrough.gov.uk](mailto:claire_jones@middlesbrough.gov.uk)**

**STAFF APPEALS COMMITTEE**

A meeting of the Staff Appeals Committee was held on Wednesday 7 May 2025.

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

**OFFICERS:** K Rowe, J McNally, C Cunningham, C Cowley, M Worrall and C Jones

24/65 **DECLARATIONS OF INTEREST**

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

24/66 **MINUTES- STAFF APPEAL COMMITTEE - 8 APRIL 2025**

The minutes of the Staff Appeals Committee meeting held on 8 April 2025 were submitted and approved as a correct record.

24/67 **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.

24/68 **WELCOME, INTRODUCTION AND FIRE EVACUATION PROCEDURE**

The Chair welcomed everyone to the meeting, introductions were made and the Fire Evacuation Procedure was explained.

24/69 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

24/70 **CASE REF AD/10/24**

The Committee considered an appeal AD/10/24 against a Grievance outcome under the Grievance Policy.

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

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

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

Following the summing up of the case by the Appellant, their Representative and the Management Representative, 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 HR Representative, the Legal Representatives and the Democratic Services Officer remained while the Committee determined the appeal.

**ORDERED**, that having given full consideration to the evidence presented the appeal against the Grievance Under the Grievance Policy would be partially upheld.



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By virtue of paragraph(s) 1 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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