

## STAFF APPEALS COMMITTEE

<b>Date:</b>	<b>Wednesday 8th October, 2025</b>
<b>Time:</b>	<b>10.00 am</b>
<b>Venue:</b>	<b>Spencer Room, Town Hall</b>

## AGENDA

1. Declarations of Interest

To receive any declarations of interest.

2. Minutes - Staff Appeal Committee - 3 September 2025 3 - 4

3. Minutes- Staff Appeal Committee - 17 September 2025 5 - 6

4. 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.

5. Welcome, Introduction 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.

6. Procedure Note for Staff Appeals Committee 7 - 8

7. Case Ref AD/15/24 9 - 110

Charlotte Benjamin  
Director of Legal and Governance Services

Town Hall  
Middlesbrough  
Tuesday 30 September 2025

**MEMBERSHIP**

Councillors D Jackson (Vice-Chair), J Rostron, L and J Young

**Assistance in accessing information**

**Should you have any queries on accessing the Agenda and associated information please contact Joanne McNally / Claire Jones, 01642 728329 / 01642 729112, [joanne\\_mcnally@middlesbrough.gov.uk](mailto:joanne_mcnally@middlesbrough.gov.uk) / [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 3 September 2025.

**PRESENT:** Councillors D Davison, A Romaine and J Young

**OFFICERS:** K Rowe, C Jones, C Cunningham, M Worrall and R Scott

### 23/18 **DECLARATIONS OF INTEREST**

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

### 23/19 **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.

### 23/20 **WELCOME INTRODUCTIONS AND FIRE EVACUATION PROCEDURE**

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

### 23/21 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

### 23/22 **CASE REF AD/12/24**

The Committee considered an appeal AD/12/24 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 and their Representative presented their case and responded to questions asked by the Management Representative and Members of the Committee.

Following the summing up of the case by the Management Representative and the Appellant and their Representative, the Chair informed the Appellant that outcome of the Committee's decision would be confirmed in writing to the Appellant by the Legal Services Representative within 5 working days.

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 Disciplinary under the Disciplinary Policy would not be upheld.

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## STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on Wednesday 17 September 2025.

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

**OFFICERS:** Kerry Rowe, Joanne McNally and Catherine Cunningham

### 25/23 **DECLARATIONS OF INTEREST**

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

### 25/24 **MINUTES- STAFF APPEAL COMMITTEE- 26 AUGUST 2025**

The minutes of the Staff Appeals Committee meeting held on 26 August 2025 were submitted and approved as a correct record.

### 25/25 **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.

### 25/26 **WELCOME, INTRODUCTIONS AND FIRE EVACUATION PROCEDURE**

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

### 25/27 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

### 25/28 **CASE REF AD/13/24**

The Committee considered an appeal AD/13/24 against a Disciplinary outcome under the Disciplinary Policy.

A statement of case from the Management Representative and 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 case 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 within 5 working days.

Both parties withdrew from the meeting. The HR Representative, the Legal Representative 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 Disciplinary under the Disciplinary Policy would not be upheld.



By virtue of paragraph(s) 1, 2 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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of the Local Government Act 1972.

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