

STAFF APPEALS COMMITTEE

Date:	Tuesday 28th October, 2025
Time:	10.00 am
Venue:	Spencer Room, Town Hall

AGENDA

1. Declarations of Interest

To receive any declarations of interest.

2. Minutes- Staff Appeal Committee - 23 September 2025 3 - 4

3. Minutes - Staff Appeal Committee - 8 October 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

We are expecting a fire alarm test today at 10.30 am.

If the alarm sounds for more than 10 seconds, please 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

Charlotte Benjamin
Director of Legal and Governance Services

Town Hall
Middlesbrough
Monday 20 October 2025

MEMBERSHIP

Councillors D Davison (Chair), D Jackson (Vice-Chair), A Romaine

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 / claire_jones@middlesbrough.gov.uk

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on Tuesday 23 September 2025.

PRESENT: Councillors D Jackson (Vice-Chair), S Hill and L Lewis

OFFICERS: Nicola Finnegan, Claire Jones, Ann-Marie Wilson, Megan Worrall and Geoff Field

23/29 **DECLARATIONS OF INTEREST**

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

23/30 **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.

23/31 **WELCOME, INTRODUCTION AND FIRE EVACUATION PROCEDURE**

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

23/32 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

23/33 **CASE REF AD/14/24**

The Committee considered an appeal AD/14/24 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 presented their case, and the Management Representative and Members of the Committee were given the opportunity to ask any questions.

The Management Representative presented their case, and the Appellant and Members of the Committee were given the opportunity to ask any questions.

Following the summing up of the case by the Appellant 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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STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on Wednesday 8 October 2025.

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

OFFICERS: C Cannon, T Dunn, C Jones, R Walker, AM Wilson and M Worrall

23/34 **DECLARATIONS OF INTEREST**

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

23/35 **MINUTES - STAFF APPEAL COMMITTEE - 3 SEPTEMBER 2025**

The minutes of the Staff Appeals Committee meeting held on 3 September 2025 were submitted and approved as a correct record.

23/36 **MINUTES- STAFF APPEAL COMMITTEE - 17 SEPTEMBER 2025**

The minutes of the Staff Appeals Committee meeting held on 17 September 2025 were submitted and approved as a correct record.

23/37 **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.

23/38 **WELCOME, INTRODUCTION AND FIRE EVACUATION PROCEDURE**

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

23/39 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

23/40 **CASE REF AD/15/24**

The Committee considered an appeal AD/15/24 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 Representatives and Members of the Committee.

The Management Representatives 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 Representatives, 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.

Wednesday 8th October, 2025

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 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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