



Legal and Governance

STAFF APPEALS COMMITTEE

Date: Tuesday 24th March, 2026
Time: 10.00 am
Venue: Spencer Room, Town Hall

AGENDA

1. Declarations of Interest
To receive any declarations of interest.
2. Minutes- Staff Appeals Committee - 24 February 2026 3 - 4
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, 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.
5. Procedure Note for Staff Appeals Committee 5 - 6
6. Case Ref AD/1626 7 - 128

Charlotte Benjamin
Director of Legal and Governance Services

Town Hall
Middlesbrough
Monday 16 March 2026

MEMBERSHIP

Councillors D Davison (Chair), D Jackson (Vice-Chair), I Blades, S Hill, T Livingstone, A Romaine, J Rostron, L Lewis 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 / claire_jones@middlesbrough.gov.uk

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on Tuesday 24 February 2026.

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

OFFICERS: C Cunningham, N Finnegan, C Jones, J McNally and L Todd

23/54 **DECLARATIONS OF INTEREST**

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

23/55 **MINUTES- STAFF APPEAL COMMITTEE - 16 DECEMBER 2025**

The minutes of the Staff Appeals Committee meeting held on 16 December 2025 were submitted and approved as a correct record.

23/56 **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.

23/57 **WELCOME, INTRODUCTION AND FIRE EVACUATION PROCEDURE**

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

23/58 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

23/59 **CASE REF AD/1625**

The Committee considered an appeal AD/16/25 against a Disciplinary outcome under the Disciplinary Policy.

A statement of case from the Appellant and the Management Representative 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.

Both parties withdrew from the meeting. The HR Representative, the Legal Representative and the Democratic Services Officers 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.

Document is Restricted

This page is intentionally left blank

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

Document is Restricted

This page is intentionally left blank

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

Document is Restricted

This page is intentionally left blank