

STAFF APPEALS COMMITTEE

Date: Tuesday 26th August, 2025 Time: 10.00 am Venue: Spencer Room, Town Hall
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AGENDA

1. Declarations of Interest
2. Minutes- Staff Appeals Committee - 7 May 2025 and 16 July 2025 3 - 6
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. Procedure Note for Staff Appeals Committee 7 - 8
5. Case AD/11/24 9 - 44

Charlotte Benjamin
Director of Legal and Governance Services

Town Hall
Middlesbrough
Friday 15 August 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 / 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 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.

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on Wednesday 16 July 2025.

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

OFFICERS: Emma Bell, Claire Jones, Ann-Marie Wilson and Megan Worrall

23/71 **DECLARATIONS OF INTEREST**

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

23/72 **MINUTES- STAFF APPEAL COMMITTEE - 7 MAY 2025**

Deferred.

23/73 **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.

23/74 **WELCOME, INTRODUCTIONS AND FIRE EVACUATION PROCEDURE**

Following a request from the Appellant, the Committee agreed to defer this case to a future meeting of the Staff Appeals Committee due to the Appellant's Union Representative being unable to attend due to sickness.

23/75 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

Deferred.

23/76 **CASE REF AD/10/23**

Deferred.

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

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