

STAFF APPEALS COMMITTEE

Date: Tuesday 14th July, 2026
Time: 10.00 am
Venue: Spencer Room, Town Hall

AGENDA

1. **Declarations of Interest**

Members are asked to declare any interests in the items under consideration and in doing so state:

(1) the type of interest concerned:

- *Disclosable Pecuniary Interest (DPI) or*
- *Non-Pecuniary Interest (including personal or prejudicial interest)*

(2) the nature of the interest concerned.

If any member requires advice on declarations of interests, they are advised to contact the Monitoring Officer in advance of the meeting.

2. **Minutes - Staff Appeal Committee- 24 March 2026** 5 - 6

To receive the minutes of the previous meeting.

3. **Minutes - Staff Appeal Committee - 8 April 2026** 7 - 8

To receive the minutes of the previous meeting.

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 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 9 - 10

7. Case Ref SA/01/26 11 - 270

Charlotte Benjamin
Corporate Director of Legal and Corporate Services

Town Hall
Middlesbrough
Monday 6 July 2026

MEMBERSHIP

Councillors D Davison (Chair), S Hill and C Cooper

Assistance in accessing information

The documents referred to on this agenda may be downloaded from the Council's Website: [Committee structure](#) | [Middlesbrough Council](#)

Should you have any queries on accessing the Agenda and associated information, such as alternative formats, please contact Joanne McNally, 01642 728329 / 01642 729112, joanne_mcnally@middlesbrough.gov.uk

INFORMATION ABOUT MIDDLESBROUGH COMMITTEE MEETINGS

Venue Accessibility

All Committee Rooms are located on the first floor of Municipal Buildings (Town Hall). There is restricted disabled access to the first floor via a lift.

There is no on-site parking at Municipal Buildings. A map of town centre parking is attached below. A full map of town centre parking can be found on the Council's website: [Middlesbrough town centre parking plan - October 2025](#)



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STAFF APPEALS COMMITTEE

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

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

ALSO IN ATTENDANCE: C Thompson (GMB Union)

OFFICERS: N Finnegan, J McNally, C Jones, C Cunningham and A Wilson

25/60 **DECLARATIONS OF INTEREST**

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

25/61 **MINUTES- STAFF APPEALS COMMITTEE - 24 FEBRUARY 2026**

The minutes of the Staff Appeals Committee meeting held on 24 February 2026 were submitted and approved as a correct record.

25/62 **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.

25/63 **WELCOME, INTRODUCTION AND FIRE EVACUATION PROCEDURE**

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

25/64 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

25/65 **CASE REF AD/1626**

The Committee considered an appeal AD/16/26 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 and 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.

24 March 2026

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 Grievance under the Grievance Policy would not be upheld.

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STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on Wednesday 8 April 2026.

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

OFFICERS: K Rowe, J McNally, S Gilmore and C Cunningham

25/66 **DECLARATIONS OF INTEREST**

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

25/67 **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.

25/68 **WELCOME, INTRODUCTIONS AND FIRE EVACUATION PROCEDURE**

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

25/69 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

25/70 **CASE REF AD/1627**

The Committee considered an appeal AD/16/27 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.

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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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