

STAFF APPEALS COMMITTEE

Date: Tuesday 18th August, 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- 14 July 2026

3 - 4

To receive the minutes of the previous meeting.

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, Fire Evacuation and Recording of Meetings

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 SA/02/06 | 7 - 50 |

Charlotte Benjamin
Corporate Director of Legal and Corporate Services

Town Hall
Middlesbrough
Monday 10 August 2026

MEMBERSHIP

Councillors D Davison (Chair), D Jackson (Vice-Chair) and 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 14 July 2026.

PRESENT: Councillors Councillor Dorothy Davison, S Hill and C Cooper

OFFICERS: Nicola Finnegan, Joanne McNally and Ann-Marie Wilson

26/1 **DECLARATIONS OF INTEREST**

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

26/2 **MINUTES - STAFF APPEAL COMMITTEE- 24 MARCH 2026**

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

26/3 **MINUTES - STAFF APPEAL COMMITTEE - 8 APRIL 2026**

The minutes of the Staff Appeal Committee meeting held on 8 April 2026 were submitted and approved as a correct record.

26/4 **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 Paragraph 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.

26/5 **WELCOME AND FIRE EVACUATION PROCEDURE**

The Chair welcomed everyone to the meeting and explained the Fire Evacuation Procedure.

The Appellant's Union Representative was in attendance and advised Members that the Appellant would not be in attendance due to ill health and requested that the meeting be adjourned to a future meeting of the Staff Appeal Committee.

Agreed:

- The Staff Appeal Committee Members agreed to adjourn the meeting to a date to be confirmed

26/6 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

Deferred

26/7 **CASE REF SA/01/26**

Deferred

This page is intentionally left blank

PROCEDURE FOR DISCIPLINARY/CAPABILITY APPEALS

1. Management will put the case for the Council and may call witnesses.
 - You (the appellant or your representative) can ask questions of all.
 - The panel can ask questions.
2. You or your representative will put forward your case and may call witnesses.
 - Management will have the opportunity to ask questions of you and witnesses.
 - The panel can ask questions.

Management will sum up the case.

You (the appellant) or your representative will sum up your case

3. All parties other than the panel shall leave the meeting
 - You do not need to wait
 - The decision of the panel **will not** be given on the day.
4. The Panel will consider the case and decide:
 - whether the appeal is upheld or not and then confirm, reduce or delete the formal action taken.
5. The decision of the panel will be confirmed in writing to both parties by Legal Services within 5 working days of the meeting.

Decisions of the panel are final.

This page is intentionally left blank

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

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank

Document is Restricted

This page is intentionally left blank