

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.

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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.