

STAFF APPEALS COMMITTEE

A meeting of the Staff Appeals Committee was held on Tuesday 16 December 2025.

PRESENT: Councillors D Davison, D Jackson and A Romaine

OFFICERS: C Cunningham, C Jones and R Walker

23/48 **DECLARATIONS OF INTEREST**

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

23/49 **MINUTES- STAFF APPEAL COMMITTEE - 28 OCTOBER 2025**

The minutes of the Staff Appeals Committee meeting held on 28 October 2025 were submitted and approved as a correct record.

23/50 **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.

23/51 **WELCOME, INTRODUCTION AND FIRE EVACUATION PROCEDURE**

The Chair welcomed everyone to the meeting, introductions were made and the Fire Evacuation Procedure was explained. It was explained that a fire alarm test was expected at 10.30 am.

23/52 **PROCEDURE NOTE FOR STAFF APPEALS COMMITTEE**

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

23/53 **CASE REF AD/1624**

The Committee considered an appeal AD/16/24 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 Representative 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.

Tuesday 16th December, 2025