

**Minutes of the Appeals Committee
Wednesday, 18th August, 2021 at 10.00am
In the Council Chamber, The Council House**

Present:

Councillor T Westwood (Chair)
Councillor S Mughal (Vice-Chair)
Councillor S Greenaway and S Henley

Officers:

R Jones (Senior Manager Talent and Organisational Development), K Weekes (Solicitor), M Johal (Senior Democratic Services Officer) and G Gray (Assistant Democratic Services Officer) – Observer)

Also in attendance:

The appellant (SL) together with his Union Representative (LWC)

J Steventon (Heading of Housing Maintenance) and R Sidaway (Human Resources Specialist (HR Delivery and Intelligence)

8 Apology for Absence

An apology for absence from the meeting was submitted on behalf of Councillor A Goddard.

9 Declarations of Interest

No Member made a declaration of interest in accordance with the Members' Code of Conduct.

10 Exclusion of the Public

Resolved

That the public and press be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information relating to any individual(s) as defined in Part I of Schedule 12A to the Local Government Act, 1972, as amended.

11 **Appeal by SL**

In accordance with the Council's Employee Improvement and Disciplinary Procedure, the Committee considered the appeal of SL against dismissal from the employment of the Council.

The Chair welcomed those present and all parties introduced themselves.

The appellant attended the meeting, together with his Union Representative.

Following introductions, the Senior Manager Talent and Organisational Development outlined the order of procedure that would be followed, and it was confirmed by both parties that there were no witnesses from either side.

An annotated statement of facts had been received and both parties agreed that this was the version that would be taken into account for the hearing.

Following the presentation of the cases by the appellant and his representative and the Council's representative, both parties and Members of the Committee were given the opportunity to ask questions. After hearing all submissions, both parties were given the opportunity to sum up their cases.

All parties then withdrew from the meeting to allow the Committee to consider their decision.

Following deliberations, and after careful consideration of all the available evidence, written and verbal representations provided at the meeting, it was:-

Resolved

- (1) That the appeal of SL be dismissed and the decision to terminate the contract of employment on the grounds of gross misconduct be upheld.
- (2) That the Lead for Law and Governance advise the appellant of the decision of the Appeals Committee in writing within two working days.

The meeting ended at 12.55 pm

CHAIR

