

APPEALS COMMITTEE
26/10/2020 at 2.00 pm



Present Councillor Gloster (Chair)
: Councillors Byrne and Ibrahim

Also in Attendance:

Appellant

Paul Hindle

Emma Barton

Daksha Mistry

Emma Gilmartin

Sian Walter-Browne

GMB

Director of Economy

Senior HR Advisor

HR Business Partner

Principal Constitutional Services Officer

1 **ELECTION OF CHAIR**

Members were asked to elect a Chair for the duration of the meeting.

RESOLVED that Councillor Gloster be nominated Chair of the Panel for the duration of the meeting.

2 **APOLOGIES FOR ABSENCE**

There were no apologies for absence received.

3 **URGENT BUSINESS**

There were no items of urgent business received.

4 **DECLARATIONS OF INTEREST**

There were no declarations of interest received.

5 **DISMISSAL APPEAL PROCEDURE MARCH 2016**

RESOLVED that the Appeals procedure be noted.

6 **EXCLUSION OF THE PRESS AND PUBLIC**

RESOLVED that, in accordance with Section 100A(4) of the Local Government Act 1972, the press and public be excluded from the meeting for the following items of business on the grounds that they contain exempt information under paragraphs 1 and 2 of Part 1 of Schedule 12A of the Act, and it would not, on balance, be in the public interest to disclose the reports.

7 **APPEAL AGAINST DISMISSAL**

The Chair of the Panel ensured that both parties were aware of the Appeals Procedure.

A Human Resources Business Partner, who had taken no part in the original decision, was in attendance to advise the Panel on matters of policy and procedures.

The Appellant, supported by their Trade Union representative, presented their case. The Appellant called no witnesses.

The Dismissing Officer, supported by the Human Resources Advisor, presented the case on behalf of the Authority. The Dismissing Officer called no witnesses.



The Panel asked questions of both parties and both parties asked question of each other.

Both parties were given the opportunity to summarise their case.

At 3.02pm the Committee adjourned the meeting whilst deliberations took place regarding their decision. The parties were informed that they would be notified of the decision in writing within five working days.

The Panel was satisfied that that the Council's policies and procedures had been followed correctly by the Dismissing Officer.

The behaviour of the Appellant was unacceptable and the decision to dismiss was reasonable in all the circumstances.

RESOLVED unanimously that, having carefully considered all the information presented by the Appellant and the Dismissing Officer, the appeal was dismissed.

The meeting started at 2.08 pm and ended at 3.25 pm