



## **STANDARDS AND ADJUDICATION COMMITTEE – APPEALS SUB COMMITTEE**

**9<sup>th</sup> January 2025 at 12.00 p.m.**

### **Present:**

Councillors Beasant, Farren, Holland, Lindley and K Swinburn

### **Officers in attendance:**

- Rachael Adams (People Partner)
- Angela Sparks (Employment Solicitor)
- Amy Woodhouse (Senior Legal Officer)
- Rachel Marshall (Executive Member Support Officer)

### **APL.1 APPOINTMENT OF CHAIR**

RESOLVED – That Councillor K Swinburn be appointed Chair for this meeting of the Appeals Sub Committee.

COUNCILLOR K SWINBURN IN THE CHAIR

### **APL.2 APOLOGIES FOR ABSENCE**

There were no apologies for absence received for this meeting.

### **APL.3 DECLARATIONS OF INTEREST**

There were no declarations of interest received in respect of any item on the agenda for this meeting.

### **APL.4 EXCLUSION OF THE PRESS AND PUBLIC**

RESOLVED – That the press and public be excluded from the remainder of the meeting on the grounds that discussion of the following business was likely to disclose exempt information within paragraph 1 of Schedule 12A of the Local Government Act 1972 (as amended).

## **APL.5 APPEAL – MS R.H-C.**

The sub-committee considered an appeal against dismissal in respect of Ms R.H-C.

The appellant was invited to put forward her case to the sub-committee. All parties were given the opportunity to ask the appellant questions and seek clarification on any matters.

The Council's representative was then invited to put forward their case to the sub-committee in response to the appeal documentation. All parties were given the opportunity to ask questions and seek clarification on any matters.

The appellant was given the opportunity to give a closing statement, as were the Council's representative.

There being no further evidence to receive, all parties were requested to withdraw from the meeting during the sub-committee's deliberations.

The sub-committee considered all the evidence provided including the presentations from the appellant and the Council representative.

The Chair invited all parties to return to the meeting to be informed of the outcome.

The Chair advised that it was the unanimous view of the panel that, having regard to all the circumstances of the case and the representations made, that the threshold of gross misconduct was not breached on this occasion and on that basis, the appeal against dismissal was upheld.

The panel agreed, however, that the behaviour constituted misconduct and was unacceptable in the workplace.

Therefore, the outcome of the appeal was for the dismissal to be rescinded and for the appellant to return to work in their role with a final written warning which would remain active on their file for a period of 52 weeks from the date of return to work.

**RESOLVED** – That the appeal be upheld and the sanction be changed to a final written warning to be held on file for 52 weeks.

There being no further business the Chair declared the meeting closed at 12.40 p.m.



## **STANDARDS AND ADJUDICATION COMMITTEE – APPEALS SUB COMMITTEE MEETING**

**4<sup>th</sup> March 2026 at 9.45 a.m.**

### **Present:**

Councillors Holland, Humphrey, Lindley and K Swinburn

### **Officers in attendance:**

- Ann-Marie Matson (Director of Children’s Services)
- Rebecca Bell (People Partner – Employee Relations)
- Angela Sparks (Employment Solicitor)
- Amy Woodhouse (Senior Legal Officer)
- Rachel Marshall (Executive Member Support Officer)

### **APL.6 APPOINTMENT OF CHAIR**

RESOLVED – That Councillor K Swinburn be appointed Chair for this meeting of the Appeals Sub Committee.

COUNCILLOR K SWINBURN IN THE CHAIR

### **APL.7 APOLOGIES FOR ABSENCE**

Councillor Farren had been appointed as a member of this sub-committee but had concerns regarding the process that had been followed in relation to the business to be considered at this meeting and that this could potentially conflict with her position as a caseworker at Unison. Therefore, she gave her apologies and withdrew from the sub-committee for this meeting.

### **APL.8 DECLARATIONS OF INTEREST**

There were no declarations of interest received in respect of any item on the agenda for this meeting.

## **APL.9 EXCLUSION OF THE PRESS AND PUBLIC**

RESOLVED – That the press and public be excluded from the remainder of the meeting on the grounds that discussion of the following business was likely to disclose exempt information within paragraph 1 of Schedule 12A of the Local Government Act 1972 (as amended).

## **APL.10 APPEAL – Mr M.R.**

The sub-committee considered an appeal against dismissal in respect of Mr M.R.

The appellant and his representative were invited to put forward his case to the sub-committee. All parties were given the opportunity to ask the appellant questions and seek clarification on any matters.

The Council's representative was then invited to put forward their case to the sub-committee in response to the appeal documentation. All parties were given the opportunity to ask questions and seek clarification on any matters.

The appellant was given the opportunity to give a closing statement, as was the Council's representative.

There being no further evidence to receive, all parties were requested to withdraw from the meeting during the sub-committee's deliberations.

The sub-committee considered all the evidence provided including the presentations from the appellant and the Council representative.

The Chair invited all parties to return to the meeting to be informed of the outcome.

The Chair advised that it was the view of the panel that, having regard to all the circumstances of the case and the representations made, that dismissal is upheld.

Therefore, the outcome of the appeal is for dismissal to be rescinded and for the appellant to return to work in his substantive post with an extended final written warning. This warning will remain active on his file for a period of 104 weeks from the original sanction date of 17<sup>th</sup> November 2025.

RESOLVED – That the appeal be upheld and the sanction to revert to an extended final written warning to be held on file for 104 weeks.

There being no further business the Chair declared the meeting closed at 12.25 p.m.