

**SOUTHEND-ON-SEA BOROUGH COUNCIL**

**Meeting of Appeals Committee A**

**Date: Monday, 7th March, 2016**

**Place: Committee Room 6 - Civic Suite**

**Present:** Councillor Ayling (Chair)  
Councillors Buckley, Callaghan, Crystall and Arscott\*

\*Substitute in accordance with Council Procedure Rule 31.

**In Attendance:** R Harris and K Melville

**Start/End Time:** 9.30 am - 5.30 pm

**694 Apologies for Absence**

Apologies for absence were received from Councillors D Garston (substitute: Cllr Arscott), Borton and Robertson (no substitutes).

**695 Declarations of Interest**

There were no declarations of interest at this meeting.

**696 Minutes of the Meeting held on 2nd November 2016**

Resolved:-

That the Minutes of the Meeting held on 2<sup>nd</sup> November 2015 be confirmed as a correct record and signed.

**697 Exclusion of the Public**

Resolved:-

That, under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting for the item of business set out below, on the grounds that it would involve the likely disclosure of exempt information as defined in Part 1 of Schedule 12A to the Act and that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

**698 Appeals Against Dismissal - Employee SH**

The Committee considered an appeal against dismissal submitted by employee SH. The Council's case was presented by JC, supported by MH. 5 witnesses were called by the Council and responded to questions. The appellant, SH was in attendance and presented their case.

Having considered all the evidence and submissions made, the Committee:

Resolved:-

That, on the balance of probability, gross misconduct had been proven and that the appeal accordingly be dismissed.

**Chairman:** \_\_\_\_\_