

## **SOUTHEND-ON-SEA BOROUGH COUNCIL**

### **Meeting of Appeals Committee A**

**Date: Tuesday, 3rd March, 2020**

**Place: Committee Room 7 - Civic Suite**

**Present:** Councillor M Stafford (Chair)  
Councillors D Cowan (Vice-Chair), B Ayling, M Borton, D Garne and C Walker

**In Attendance:** R Harris and S Putt

**Start/End Time:** \*10.00 am - 6.00 pm

\*The meeting stood adjourned at 6.00pm and reconvened on Tuesday 10<sup>th</sup> March 2020 at 2.30pm - 8.00pm.\*

#### **877 Apologies for Absence**

Apologies for absence were received from Councillor D Garston (no substitute).

#### **878 Declarations of Interest**

There were no declarations of interest at this meeting.

#### **879 Minutes of the Meeting held on 15th January 2020**

Resolved:-

That the Minutes of the Meeting held on 15<sup>th</sup> January 2020 be confirmed as a correct record and signed.

#### **880 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.

#### **881 Appeal Against Dismissal - Employee AP**

The Committee considered an appeal against dismissal submitted by employee AP. The Council's case was presented by JL, supported by MB. Two witnesses were called by the Council and responded to questions.

The appellant, AP was in attendance, supported by CW (union representative), and presented their case. The appellant did not call any witnesses.

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

Resolved:

That, on the balance of probability, the allegations were substantiated. However, they fell short of behaviour which justified dismissal and therefore the Committee imposed a final warning in line with the disciplinary sanctions available.

**Chair:** \_\_\_\_\_