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Meeting	Corporate Appeals Panel
Date	20 August 2021
Present	Councillors Waller and Wells (Substitute for Cllr Kilbane)
Apologies	Councillors Galvin and Kilbane

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Prior to the start of the hearing, it was confirmed that all parties were content to proceed with a panel of 2 Members.

#### **6. Election of Chair**

Resolved: That Cllr Waller be elected as Chair of the meeting.

#### **7. Exclusion of Press and Public**

Resolved: That the press and public be excluded from the meeting during consideration of Agenda Item 5 (Appeal against Dismissal), on the grounds that it includes information relating to an individual and information which was likely to reveal the identity of an individual. This information was classed as exempt under paragraphs 1 and 2 of Schedule 12A to Section 100A of the Local Government Act 1972, as revised by the Local Government (Access to Information) (Variation) Order 2006.

#### **8. Declarations of Interest**

Members were invited to declare at this point in the meeting any personal interests not included on the Register of Interests, or any prejudicial or disclosable pecuniary interests, which they might have in the business on the agenda. None were declared.

#### **9. Minutes**

Resolved: That the minutes of the meeting held on 18 June 2021 be approved and signed by the Chair as a correct record.

## 10. **Appeal Against Dismissal**

Members considered an appeal against dismissal under the City of York Council's Attendance Management Policy and Procedure.

The Hearing Manager attended the meeting to present the management case, together with an HR Advisor. The appellant attended the hearing and was accompanied by a work colleague. A HR Manager was also in attendance to provide HR advice to the Panel.

The Panel considered all the evidence presented by both parties in the agenda papers and verbally at the meeting and having considered all the available information, the Panel:

Resolved: That the appeal be allowed.

Reason: The Panel were of the opinion that the decision taken by management to dismiss the appellant was out of proportion to the circumstances of the case.

Cllr A Waller, Chair

[The meeting started at 11.13 am and finished at 1.03 pm.]