
EMPLOYMENT AND APPEALS PANEL
MINUTES OF THE MEETING HELD ON 22 June 2011

Present: Councillors Kolker (Chair), B Harris, Noon and Osmond

Apologies: Councillor Catherine McEwing, Councillor Neil Fitzgerald and Councillor Andrew Pope

Also in attendance:

9. **MINUTES OF THE PREVIOUS MEETINGS (INCLUDING MATTERS ARISING)**
RESOLVED that the Minutes of the meeting held on 8th June 2011 be approved and signed as a correct record.

10. **EXCLUSION OF PRESS AND PUBLIC**

RESOLVED that in accordance with the Council's Constitution, specifically the Access to Information Procedure Rules contained within the Constitution, the press and public be excluded from the meeting in respect of the confidential the item below.

This is based on Categories 1, 2 and 3 of paragraph 10.4 of the Access to Information Procedure Rules. The information contained therein is potentially exempt as it relates to individual personal details and information held under the Data Protection Act 1998. Having applied the public interest test it is not appropriate to disclose this information as the individuals' legal expectation of privacy outweighs the public interest in the exempt information.

11. **REDUNDANCY AND/OR PREMATURE RETIREMENT PAYMENTS TO SCHOOL STAFF AT WOODLANDS COMMUNITY COLLEGE**

The Panel considered the confidential report of the Head of School Standards and Head Teacher on behalf of Governing Body for Woodlands Community School seeking approval in 4 specific cases, for the costs of redundancy and premature retirement associated with redundancy in schools to be met by central Council funds. (Copy of the report circulated with the agenda and appended to the signed minutes).

The Panel considered the decision in confidential session in accordance with Categories 1, 2 and 3 of Paragraph 10.4 of the Council's Access to Information Procedure Rules.

RESOLVED

- (i) that the current policy had been correctly applied in reaching the individual calculations set out in the confidential Appendices 1A, 1B, 1C and 1D;
- (ii) that it be noted that the individual detailed in appendix 1C had secured alternative employment within the school.
- (iii) that the individual payments from the central budget in accordance with the Council's statutory duty to make payment be authorised for the individual detailed in appendix 1D, in accordance with the Schools Finance Scheme subject to the redeployment procedure being robustly applied up to the last day of service of each individual concerned;
- (iv) that in the case detailed in appendix 1A for the redundancy payment to be met from central funds not be authorised, as the school could meet the cost of the redundancy from within their surplus budget; and
- (v) that the decision concerning the individual detailed in appendix 1B be deferred as it had been reported that they would be covering maternity leave until the end of the autumn term.