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SOUTHAMPTON CITY COUNCIL  
EMPLOYMENT AND APPEALS PANEL  
MINUTES OF THE MEETING HELD ON 21 June 2017

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Present: Councillors Noon (Chair), B Harris, White, Taggart, Wilkinson and Whitbread

Apologies: Councillor Derek Burke

1. **ELECTION OF VICE-CHAIR**

**RESOLVED:** that Councillor B Harris be elected as Vice-Chair for the 2017/2018 Municipal Year.

2. **MINUTES OF THE PREVIOUS MEETINGS (INCLUDING MATTERS ARISING)**

**RESOLVED:** that the minutes for the Panel meeting on 22<sup>nd</sup> March 2017 be approved and signed as a correct record.

3. **EXCLUSION OF PRESS AND PUBLIC**

**RESOLVED:** that the Chair moved 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 Agenda Items 7 and 8.

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

4. **REDUNDANCY PAYMENTS TO SCHOOL STAFF OAKWOOD PRIMARY SCHOOL**

The Panel considered the confidential report of the Service Lead; Education and Early Help and the Governing Body of Oakwood Primary School seeking redundancy payments to school staff.

**RESOLVED:**

- (i) That the Panel confirmed that the current policy had been correctly applied in reaching the individual calculations set out in the confidential Appendix 1 to the report; and

- (ii) That the individual payments from the central budget in accordance with the Council's statutory duty to make payment if the current policy had been correctly applied and in accordance with the Schools Finance Scheme be authorised.

5. **APPEAL AGAINST DISMISSAL**

The Panel considered the confidential report seeking the Panel's consideration in regard to an appeal against dismissal from an individual.

**RESOLVED:** that the appeal be dismissed.