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EMPLOYMENT AND APPEALS PANEL  
MINUTES OF THE MEETING HELD ON 8<sup>th</sup> FEBRUARY 2012

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

Apologies: Councillor Catherine McEwing and Councillor Brian Parnell

40. **APOLOGIES AND CHANGES IN PANEL MEMBERSHIP (IF ANY)**

41. **DISCLOSURE OF PERSONAL AND PREJUDICIAL INTERESTS**

Councillor Mrs Blatchford declared a personal interest in minute 45 in her capacity as a Chair of Governors of a secondary school in the City and left the meeting for consideration and determination of the item.

Councillor Osmond declared a personal interest in minute 45 in his capacity of having met the Headteacher on an occasion but remained in the meeting and took part in the consideration and determination of the item.

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

**RESOLVED** that the Minutes of the meeting held on 25<sup>th</sup> January, 2012 be approved and signed as a correct record.

43. **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 items 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.

44. **GRIEVANCE APPEAL**

The Panel considered the confidential report of the Head of Organisational Development seeking consideration in regard to an appeal against the decision of a Stage 2 grievance appeal from an individual from the Environment Directorate. (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** that the appeal not be upheld.

45. **REDUNDANCY PAYMENTS TO SCHOOL STAFF AT CANTELL MATHS AND COMPUTING COLLEGE**

The Panel considered the confidential report of the Assistant Director of Children's Services and Learning and Head Teacher on behalf of Governing Body for Cantell Maths and Computing College seeking approval in 2 specific cases for the costs of redundancy 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 Appendix 1;
- (ii) that the individual payment from the central budget in accordance with the Council's statutory duty to make payments be authorised for the individuals detailed in appendix 1, in accordance with the Schools Finance Scheme subject to the redeployment procedure being robustly applied up to the last day of service of the individuals concerned.