
SOUTHAMPTON CITY COUNCIL
EMPLOYMENT AND APPEALS PANEL
MINUTES OF THE MEETING HELD ON 2 JULY 2014

Present: Councillors Chamberlain, B Harris (Vice-Chair), Noon, Whitbread and White

Apologies: Councillors McEwing and Vassiliou

COUNCILLOR B HARRIS IN THE CHAIR

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

RESOLVED that the minutes of the meeting held on 18th June, 2014 be approved and signed as a correct record.

8. **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 individual's legal expectation of privacy outweighs the public interest in the exempt information.

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

The Panel considered the confidential report of the Head Teacher on behalf of Governing Body for Woodlands Community College seeking approval in 4 specific cases, for the costs of redundancies to be met by central Council funds.

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 (a to d); and
- (ii) that the individual payments from the central budget in accordance with the Council's statutory duty to make payment be authorised for the individuals detailed in Appendix 1.

10. **REDUNDANCY AND/OR PREMATURE RETIREMENT PAYMENTS TO SCHOOL STAFF AT REDBRIDGE COMMUNITY SCHOOL**

The Panel considered the confidential report of the Head Teacher on behalf of Governing Body for Redbridge Community College seeking approval in 5 specific cases, for the costs of the settlement agreements and redundancies to be met by central Council funds.

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, subject to the calculations being confirmed, the current policy had been correctly applied in reaching the individual calculations set out in the confidential Appendix 1; and
- (ii) that the individual payments from the central budget in accordance with the Council's statutory duty to make payment be authorised for the individuals detailed in Appendix 1. And that in the case of 4 of the individuals this included the settlement agreements.