

APPEALS PANEL.

Minutes of meeting in County Buildings, Wellington Square, Ayr,
on 10 September 2025 at 10.00 a.m.

Present: Councillors Ian Cavana (Chair), Iain Campbell and Duncan Townson.

Apologies: Councillors Laura Brennan-Whitefield, Mary Kilpatrick and Gavin Scott.

Attending: W. Wesson, Chief HR Officer; C. McMenamin, Service Lead (Legal Services); and J. Chapman, Committee Services Officer.

1. Exclusion of Press and Public.

The Panel resolved, in terms of Section 50(A)(4) of the Local Government (Scotland) Act 1973, that the press and public be excluded for the following item of business on the agenda, on the grounds that it involved the likely disclosure of exempt information in terms of paragraph 1 of Part 1 of Schedule 7(A) of the Act.

2. Declarations of Interest.

There were no declarations of interest by Members of the Panel in terms of Standing Order No. 17 and the Councillors' Code of Conduct.

3. Minutes of previous meetings.

The minutes of 23 October 2024 (issued) were submitted and approved.

4. Grievance

The appellant, an employee of the Education Directorate was in attendance with a colleague. G. Pitt, Quality Improvement Officer, represented management.

The Panel heard both parties fully on the case.

Having heard and considered carefully all the documents and evidence presented, the Panel

Decided: unanimously, that the grounds of the appeal had been substantiated, therefore, the appeal was upheld and the request for flexible working was granted constituting a permanent change. There will be no trial period and the Appellant should liaise with Education to agree an appropriate start date.

Thereafter, both parties were re-admitted to the meeting and advised of the Panel's decision.

The meeting ended at 12:10 p.m.