

APPEALS PANEL.

Minutes of meeting in County Buildings, Wellington Square, Ayr,
on 9 December 2022 at 10.00 a.m.

Present: Councillors Ian Cavana (Chair), Laura Brennan-Whitefield and Duncan Townson.

Apologies: Councillors Iain Campbell, Mary Kilpatrick and Gavin Scott.

Attending: C. McMenamain, Co-ordinator (Legal Services); W. Wesson, Chief HR Adviser; and J. McClure, Committee Services Lead 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. Grievance Appeal

The appellant, an employee of the Education Service was in attendance and represented by D. Waplington, NASUWT. S. Mulholland, Assistant Director of Education represented management.

The Panel heard both parties fully on the case and, after questions, both parties withdrew.

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

Decided: that the grounds for the appeal had been substantiated in part to the extent that

- (1) the Panel acknowledged the delay in this matter being dealt with and was concerned at this delay;
- (2) the outcome requested by the appellant had been achieved insofar as training for those involved in this matter had taken place;
- (3) the Panel directed the Education Service to ensure that staff training continued and was regularly refreshed; and
- (4) the verbal submission made by the appellant and his representative in respect of institutionalised bullying had not been upheld as there was no evidence of this.

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

The meeting ended at 12.10 p.m.