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EMPLOYMENT AND APPEALS PANEL  
MINUTES OF THE MEETING HELD ON 1 DECEMBER 2010

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Present: Councillors Norris (Chair), Harris (Vice-Chair), Kolker and Mead

Apologies: Councillors McEwing, Marsh-Jenks and Rayment

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

**RESOLVED** that the Minutes of the meeting held on 3<sup>rd</sup> November 2010 be approved and signed as a correct record.

21. **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 22 and 23 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.

22. **REDUNDANCY PAYMENTS TO SCHOOL STAFF AT WOODLANDS COMMUNITY COLLEGE**

The Panel considered the confidential report of the Head of School Standards and Head teacher on behalf of Governing Body for Woodlands Community 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 Appendices 1a and 1b; and
- (ii) that the individual payments from the central budget in accordance with the Council's statutory duty to make payment be authorised in accordance with the Schools Finance Scheme subject to the redeployment procedure being robustly applied up to the last day of service of each individual concerned.

23. **APPEAL AGAINST DISMISSAL**

The Panel considered the confidential report of the Head of Information Technology and Organisational Development seeking the Panel's consideration with regard to a Dismissal Appeal from an individual from the Children's Services and Learning 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 be upheld.