



Leicester  
City Council

## **MEETING OF THE EMPLOYEES COMMITTEE (APPEALS)**

**DATE:** THURSDAY, 12 OCTOBER 2023  
**TIME:** 10:15am (pre-meeting for Members at 10:00am)  
**PLACE:** Meeting Room G.01, Ground Floor, City Hall, 115 Charles Street, Leicester, LE1 1FZ  
**Spare Room for Appellant:**  
Room 2.05, Second Floor, City Hall  
**Spare Room for Management:**  
Room 2.04, Second Floor, City Hall

### **Members of the Committee**

Councillor Cutkelvin (Chair)

Councillors Pantling and Whittle

Members of the Committee are summoned to attend the above meeting to consider the items of business listed overleaf.

for the Monitoring Officer

**Officer contact:**  
**Matthew Reeves, Democratic and Civic Support Manager**  
Leicester City Council, City Hall, 115 Charles Street, Leicester, LE1 1FZ  
Tel. 0116 454 6352, e-mail: [Matthew.Reeves@leicester.gov.uk](mailto:Matthew.Reeves@leicester.gov.uk)

## Information for members of the public

### Attending meetings and access to information

You have the right to attend formal meetings such as Full Council, committee meetings, and Scrutiny Commissions and see copies of agendas and minutes.

However, on occasion, meetings may, for reasons set out in law, need to consider some items in private.

Due to Covid we recognise that some members of the public may not feel comfortable viewing a meeting in person because of the infection risk.

Anyone attending in person is very welcome to wear a face covering and we encourage people to follow good hand hygiene and hand sanitiser is provided for that purpose.

If you are displaying any symptoms of Coronavirus: a high temperature; a new, continuous cough; or a loss or change to your sense of smell or taste, and/or have taken a recent test which has been positive we would ask that you do NOT attend the meeting in person please.

Dates of meetings and copies of public agendas and minutes are available on the Council's website at [www.cabinet.leicester.gov.uk](http://www.cabinet.leicester.gov.uk) or by contacting us using the details below.

### Making meetings accessible to all

Wheelchair access – Public meeting rooms at the City Hall are accessible to wheelchair users. Wheelchair access to City Hall is from the middle entrance door on Charles Street - press the plate on the right hand side of the door to open the door automatically.

Braille/audio tape/translation - If you require this please contact the Democratic Support Officer (production times will depend upon equipment/facility availability).

Induction loops - There are induction loop facilities in City Hall meeting rooms. Please speak to the Democratic Support Officer using the details below.

Filming and Recording the Meeting - The Council is committed to transparency and supports efforts to record and share reports of proceedings of public meetings through a variety of means, including social media. In accordance with government regulations and the Council's policy, persons and press attending any meeting of the Council open to the public (except Licensing Sub Committees and where the public have been formally excluded) are allowed to record and/or report all or part of that meeting. Details of the Council's policy are available at [www.leicester.gov.uk](http://www.leicester.gov.uk) or from Democratic Support.

If you intend to film or make an audio recording of a meeting you are asked to notify the relevant Democratic Support Officer in advance of the meeting to ensure that participants can be notified in advance and consideration given to practicalities such as allocating appropriate space in the public gallery etc.

The aim of the Regulations and of the Council's policy is to encourage public interest and engagement so in recording or reporting on proceedings members of the public are asked:

- ✓ to respect the right of others to view and hear debates without interruption;
- ✓ to ensure that the sound on any device is fully muted and intrusive lighting avoided;
- ✓ where filming, to only focus on those people actively participating in the meeting;
- ✓ where filming, to (via the Chair of the meeting) ensure that those present are aware that they may be filmed and respect any requests to not be filmed.

### Further information

if you have any queries about any of the above or the business to be discussed, please contact:  
**Matthew Reeves, Democratic and Civic Support Manager on 0116 454 6352** or email  
[Matthew.Reeves@leicester.gov.uk](mailto:Matthew.Reeves@leicester.gov.uk), or call in at City Hall.

For Press Enquiries - please phone the **Communications Unit on 0116 454 4151**.

## **PUBLIC SESSION**

### **AGENDA**

#### **FIRE / EMERGENCY EVACUATION**

If the emergency alarm sounds, you must evacuate the building immediately by the nearest available fire exit and proceed to the area outside the Ramada Encore Hotel on Charles Street. Further instructions will then be given.

- 1. APOLOGIES FOR ABSENCE**
- 2. DECLARATIONS OF INTEREST**

Members are asked to declare any interests they may have in the business to be discussed.

- 3. ANY OTHER URGENT BUSINESS**
- 4. PRIVATE SESSION**

## **PRIVATE SESSION**

### **AGENDA**

#### **MEMBERS OF THE PUBLIC TO NOTE**

**Under the law, the Committee is entitled to consider certain items in private. Members of the public will be asked to leave the meeting when such items are discussed.**

The Committee is recommended to consider the following item in private on the grounds that it contains 'exempt' information, as defined by the Local Government (Access to Information) Act 1985, and consequently that the Committee makes the following resolution:-

“that the press and public be excluded during consideration of the following item in accordance with the provisions of Section 100A(4) of the Local Government Act 1972, as amended, because it involves the likely disclosure of exempt information, as defined in Paragraph 1 of Part 1 of Schedule 12A of the Act, namely information relating to an individual, and taking all the circumstances into account, it is considered that the public interest in maintaining the information as exempt outweighs the public interest in disclosing the information”.

## **5. APPEAL AGAINST DISMISSAL**

## **Appendix A**

The Appellant's Statement of Case and the Management's Statement of Case are attached for all parties, along with a collection of background and general information.



Document is Restricted





Document is Restricted



Document is Restricted



# Appellant 1

Document is Restricted



# Appellant 1a

Document is Restricted





# Appellant 1b

Document is Restricted



# Appellant 2

Document is Restricted



# Appellant 3

Document is Restricted



# Appellant 3a

Document is Restricted





# Management 1.

Document is Restricted



# Mgmt Appendix 1

Document is Restricted



# Mgmt Appendix 2

Document is Restricted



# Mgmt Appendix 3

Document is Restricted





# Mgmt Appendix 4

Document is Restricted



# Mgmt Appendix 5

Document is Restricted



# Mgmt Appendix 6

Document is Restricted



# Mgmt Appendix 7

Document is Restricted





# Mgmt Appendix 8

Document is Restricted



# Mgmt App 9

Document is Restricted



# Mgmt App 10

Document is Restricted



# Mgmt App 11

Document is Restricted





# Mgmt App 12

Document is Restricted



# Mgmt App 13

Document is Restricted



# Mgmt App 14

Document is Restricted



# Mgmt App 15

Document is Restricted





# Mgmt App 16

Document is Restricted



# Mgmt App 17

Document is Restricted



# Mgmt App 18

Document is Restricted



# Mgmt App19

Document is Restricted

