

EAST AYRSHIRE COUNCIL

CABINET

MINUTES OF SPECIAL MEETING HELD ON WEDNESDAY 12 AUGUST 2026 AT 1004 HOURS IN THE COUNCIL CHAMBERS, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK

MEMBERS PARTICIPATING: Councillors Douglas Reid, Jim McMahon, Elaine Cowan, Iain Linton, Graham Barton, Neal Ingram, Clare Maitland, Linda Mabon, Neill Watts and Drew Filson.

OFFICERS PARTICIPATING: Amanda Lowe, Head of People and Culture (Adviser to the Panel); and Lynne Pearson, Democratic Services Officer.

APOLOGY: Councillor Barry Douglas.

CHAIR: Councillor Douglas Reid, Chair.

EXCLUSION OF PRESS AND PUBLIC

1. It was agreed that under Section 50A(4) of the Local Government (Scotland) Act 1973, as amended, the Press and public be excluded from the meeting for the following items of business on the grounds that they involved the likely disclosure of exempt information as defined in Paragraph 1 of Schedule 7A of the Act.

DECLARATIONS OF INTEREST

2. No declarations of interest were intimated by the Members present in relation to the items of business on the Agenda.

HEARING PROCEDURE

3. Cabinet noted the Appeals Hearing Procedure (Disciplinary - Dismissals Policy) (circulated) to be followed at the meeting, which included that, in accordance with the Council's agreed procedures for Disciplinary Appeals Hearings relating to Dismissals, the Hearing would be audio recorded in order that an accurate record of the Appeal Hearing could be retained to support the Council's position in any subsequent or legal proceedings.

DISMISSAL APPEAL NO: EA/01/26

4.1 Consideration of Item

There were submitted a report by the Disciplinary Officer and Productions for Management; and productions by the Appellant (all circulated).

The Panel heard, in turn, from the Management representative and two witnesses, and then from the appellant and his representative, all of whom spoke and responded to matters raised, all in accordance with the Hearing Procedure.

4.2 Adjournments/Reconventions

During the course of consideration of the appeal, the meeting was adjourned at 1110 hours and reconvened at 1124 hours; and 1240 hours and reconvened at 1340 hours; with the same Members and Officers participating.

4.3 Outcome of Appeal No EA/01/26

Having heard both parties, Cabinet unanimously agreed, that the grounds of the appeal had not been substantiated and accordingly, that the appeal was not upheld.

5. Management Actions

Following the decision of the appeal, Cabinet agreed Management will review current policies in relation to drugs and alcohol during residential and education excursions.

The meeting terminated at 1345 hours.