

**PLEASE NOTE THAT THE MINUTE REQUIRES TO BE APPROVED AS A
CORRECT RECORD AT THE NEXT COUNCIL MEETING AND MAY BE
AMENDED**

EAST AYRSHIRE COUNCIL

APPEALS PANEL

**MINUTES OF MEETING HELD ON MONDAY 1 JUNE 2026 AT 0900 HOURS IN
THE COUNCIL CHAMBERS, COUNCIL HEADQUARTERS, LONDON ROAD,
KILMARNOCK**

MEMBERS PARTICIPATING: Councillors Neal Ingram, Caroline Barton, Iain Linton, Linda Mabon and Neill Watts.

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

CHAIR: Councillor Neal Ingram, 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. The Panel noted the Appeals Hearing Procedure (Dismissals – Supporting Attendance at Work 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 – Supporting Attendance at Work policy, 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 DA/02/26

4.1 Consideration of Item

There was submitted a report by the Director of Education and Skills and Chief Education Officer including the List of Witnesses and Productions for Management; and Notification of Appeal Form for the appellant (all circulated).

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

4.2 Adjournments/Reconventions

During the course of consideration of the appeal, the meeting was adjourned at 1105 hours and reconvened at 1111 hours; with a further adjournment at 1148 hours and reconvened at 1157 hours with the same Members and Officers participating.

4.3 Outcome of Appeal No DA/02/26

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

The meeting terminated at 1202 hours.