

**MINUTES of MEETING of APPEALS COMMITTEE held in the COMMITTEE ROOM 1,  
KILMORY, LOCHGILPHEAD  
on FRIDAY, 20 MAY 2016**

**Present:**

Councillor Richard Trail (Chair)

Councillor Neil MacIntyre  
Councillor Donald MacMillan

Councillor Alex McNaughton

**Attending:**

Ann Marie Knowles, Head of Education  
Patricia O'Neill, Central Governance Manager  
Jennifer Coyle, Senior HR Officer  
Appellant  
Appellant's Representative

**1. APOLOGIES FOR ABSENCE**

Apologies of Absence were intimated on behalf of Councillor Rory Colville.

**2. DECLARATIONS OF INTEREST**

There were no Declarations of Interest.

The Council resolved in terms of Section 50(A)(4) of the Local Government (Scotland) Act 1973 to exclude the press and public for the following item of business on the grounds that it was likely to involve the disclosure of exempt information as defined in Paragraph 1 of Part 1 of Schedule 7A to the Local Government (Scotland) Act 1973.

**3. CONSIDER APPEAL AGAINST DISMISSAL**

There was submitted evidence on behalf of the Appellant and the employer in regard to the case for dismissal.

**Decision**

That the grounds of the Appeal have been substantiated in part and the Appeal be upheld to the extent that the Appellant receives a final written warning.