

**The Highland Council  
Appeals and Disputes Committee**

Minute of Meeting of the **Corporate Resources Committee's Appeals and Disputes Committee** held in Council Headquarters, Inverness on **Wednesday, 20 May 2026 at 2.00 pm.**

**PRESENT**

Mrs J Hendry  
Mr B Lobban

Mr P Oldham  
Mrs M Reid

Officials in Attendance:-

Ms F Malcolm, Chief Officer Integrated People Services (Management Side)  
Ms L Mackenzie, HR Officer (Management Side)  
The Appellant  
The Appellant's Advocate  
Mr S Brown, EIS Assistant General Secretary (Employment Relations), Appellant's Representative  
Ms L McGunnigle, HR Manager (Adviser to the Committee)  
Mr A MacInnes, Senior Committee Officer, Democratic Services (Clerk to the Committee)  
Mrs G MacPherson, Senior Committee Officer, Democratic Services

**Mr P Oldham in the chair**

**BUSINESS**

**Preliminaries**

The Chair at the start of the meeting referred to a request from the Appellant to make an audio recording of the meeting. The substantive part of the business of the meeting would take place in private and therefore it would not be appropriate for an audio recording to be made over which the Council then had no control.

Further, the Chair did not believe a recording was a reasonable adjustment as the Appellant was able to take notes, as was her Advocate and representative. In addition, a detailed minute of the meeting would be produced and would be provided to the Appellant. Therefore, the request was refused.

**1. Apologies**

Apologies for absence were intimated on behalf of Mr J Finlayson, Mr R Gale, Ms M MacCallum, Mrs I MacKenzie, Mr D McDonald, Mr D Millar.

**2. Declarations of Interest/Transparency Statement**

Item 4 – Mrs J Hendry, Mr B Lobban, Mr P Oldham, Mrs M Reid (Transparency Statement)

### 3. Exclusion of the Public

The Committee **RESOLVED** that under Section 50A(4) of the Local Government (Scotland) Act 1973 the public be excluded from the meeting for this item on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 1 of Part I of Schedule 7A of the Act.

Prior to moving to the next item, the Chair asked those present to confirm that they were not making an audio recording of the meeting and attendees confirmed this.

### 4. Stage 3 Grievance Appeal

**Transparency Statement - Mrs J Hendry, Mr B Lobban, Mr P Oldham, Mrs M Reid made a transparency statement in relation to this item on the agenda. The Appellant's Advocate was a member of The Highland Council and so was well known to the Members on the Committee. However, the Members having applied the objective test, reviewed their position in relation to this item, and did not consider that they had an interest to declare.**

There had been circulated a written statement of case prepared by the Appellant's side, a written statement of case prepared by the Management side and a copy of the appeals hearing procedure.

The Chair welcomed both parties and referred to the procedure for the Appeal Hearing.

In accordance with the appeals procedure, the Appellants' side presented their case. It was noted that one of the witnesses called by the Appellant's side had not responded to the request and therefore was not in attendance. The Appellant's Side were content that they would have the opportunity to ask questions of two other witnesses they had called during the Management Side presentation of their case.

Thereafter, the Management side presented their case to the Committee during which a witness was called and heard.

Following questioning and after the Management side and Appellant side had summed up their respective cases, both parties withdrew to allow the Committee to deliberate in private.

Having given careful consideration to the various issues raised, the Committee **AGREED** that the grounds of the appeal had been substantiated in part and that the appeal be upheld to the extent that the Committee determined that there was no discrimination in this case but there were failings in the process as detailed and upheld in the stage 1 and stage 2 grievance outcomes.

The Committee also determined that evidence should have been recorded better throughout the process and improvements should be made in this regard.

The meeting ended at 5.55p.m.