

Report of: Richard Penn, Senior Associate, Local Government Association

<b>Meeting of:</b>	<b>Date:</b>	<b>Ward(s):</b>
Investigating and Disciplinary Committee	17 April 2019	N/A

<b>Delete as appropriate:</b>	<b>Exempt</b>	<b>Non-exempt</b>

**THE APPENDIX TO THIS REPORT IS NOT FOR PUBLICATION**

It contains exempt information as specified in Paragraph 1, Schedule 12A of the Local Government Act 1972, namely: 'Information relating to any individual'.

  
**SUBJECT: IDC SESSION****1. Synopsis**

- 1.1 The purpose of this meeting is to decide whether a disciplinary investigation should be commissioned in relation to allegations which have been made against an employee of the Council.

**2. Recommendations**

- 2.1 To consider and reach a resolution on each of the recommendations in the exempt appendix.

**3. Background**

- 3.1 The Council has received allegations from a member of staff, against another employee of the Council, which warrant consideration by the Investigating and Disciplinary Committee.

**4. Implications****4.1 Financial implications:**

N/A

**4.2 Legal Implications:**

The legal implications are detailed in the exempt appendix.

### **4.3 Environmental Implications**

N/A

### **4.4 Resident Impact Assessment:**

The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.

An initial assessment concluded that a Resident Impact Assessment is not required.

## **5. Reason for recommendations**

5.1 The reasons for the recommendations are detailed in the exempt appendix.

### **Appendices**

- Exempt Appendix 1

**Background papers:** None.

Final report clearance:

**Signed by:** *R Penn*

Richard Penn, Senior Associate, Local  
Government Association

Date: 9 April 2019