

Malvern Hills Trust
Special Meeting of the Board
Council Chamber, Avenue Road, WR14 3AF
Thursday 19 September 2024 7pm

Present: John Michael (Chair), David Baldwin, Richard Bartholomew, David Core, Mark Driscoll, David Fellows, Richard Fowler, Lucy Hodgson, Charles Penn, John Raine, Felicity Robinson, Chris Rouse, John Stock, Mary Turner, Malcolm Victory, Mike Wilkinson.

In attendance: CEO, Secretary to the Board, Governance Change Officer.

Confidential

8. Cynthia Palmer Appeal and allegation of bullying

The Secretary to the Board (SttB) reported that the Trust had consulted VWV Solicitors on the management of the Appeal procedure, following concerns raised by Mrs Palmer regarding the fairness and independence of the process. VWV had recommended the appointment of an independent investigator who would also cover Mrs Palmer's allegation that she had been bullied.

David Fellows asked whether the person conducting the investigation would be legally qualified and whether Mrs Palmer would be allowed to have her own lawyer in attendance. The SttB pointed out that this was not a legal procedure, but an internal process. It was thought more likely that the investigator would be an HR professional. The SttB confirmed that the Appeal Panel would remain in post and would be asked to reach a decision once the independent investigation had been completed.

On the proposal of Mary Turner, seconded by Richard Bartholomew, it was **RESOLVED** unanimously to adopt the recommendation of the Trust's solicitors that an independent investigation be commissioned into the grounds of appeal raised by Cynthia Palmer in connection with the disciplinary procedure and into her allegations of bullying.

The meeting closed at 9.23 pm