



“Success for All”

Terms of Reference – First (Hearings) Committee of the Governing Body

Membership: The panel will be drawn from the Governing Body and should consist of three governors. The Principal may not be a member. It is not appropriate to include staff governors. Existing associate members may not be members. It is not advisable to include the Chair of Governors.

Quorum: Three to be drawn from the membership above.

Chair of Committee: Any governor drawn from the membership above.

Clerk of Committee: Clerk to Governors.

Agreed Terms of Reference

- To make any initial decision relating to staff conduct, capability or a grievance (where this has not been delegated to the Principal).
- To make a decision to suspend a member of staff (where this has not been delegated to the Principal).
- To make a decision to dismiss a member of staff (where this has not been delegated to the Principal).
- To make decisions in respect of staff redundancies (where this has not been delegated to the Principal).
- To make any other initial decisions as needed in respect of any staffing/HR procedures which are not covered by the Terms of Reference for the Resources Committee.

*Agreed at the meeting of the Full Governing Body 14th July 2021
Review date: Last meeting of the academic year 2021/22 (and then annual)*