



## Terms of Reference for the First/Hearings Committee of the Governing Body of Federation of Stoke Hill Schools

### Membership:

- The Headteacher may not be a member
- It is not appropriate to include staff governors
- Associate members can serve on this committee and will form part of the quorum

Any three non Staff Governors.....

Quorum – three to be drawn from the membership above:

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Chair of Committee:

To be chosen before the Hearing takes place once membership has been determined.....

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Dianne Goodwin

Clerk to Committee:

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Date of review\*:

September 2021

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Agreed at meeting of full governing board ..12<sup>th</sup> September 2020.....

\*These terms of reference should be reviewed annually by the Governing Board and when there are any changes to the Board membership



### **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 headteacher)
- To make a decision to suspend a member of staff (where this has not been delegated to the headteacher)
- To make a decision to dismiss a member of staff
- To make initial decisions in respect of staff redundancies
- To make any other initial decisions as are needed in respect of any staffing/HR procedures which are not covered by the Terms of Reference for the Resources Committee