



HEARINGS COMMITTEE
(COVERING DISMISSAL/DISCIPLINARY/GRIEVANCE/REDUNDANCY OR COMPLAINT MATTERS)
TERMS OF REFERENCE 2024-25

- To make any determination to dismiss any member of staff (unless delegated to the Headteacher)
- To make any decisions under the Governing Body's personnel procedures e.g. disciplinary, grievance, capability where the Headteacher is the subject of the action*
- To make any decisions relating to any member of staff, other than the Headteacher, under the Governing Body's personnel procedures (unless delegated to the Headteacher)
- To make any determination or decision under the Governing Body's General Complaints Procedure for Parents and others
- To make any determination or decision under the Governing Body's Curriculum Complaints Procedure, in respect of National Curriculum and the operation of the Governing Body's charging policy.

**cannot be delegated to an individual*

MEMBERSHIP

The Governing Body may nominate a pool of governors including any Associate Governor with voting rights, from which three will serve as the Hearings Committee.

| Name of Governor |
|--|
| Nicole Sharp ex officio Chair of Governors |
| Kieran Allen |
| Sylvana Hayes |
| Robert Belcher |
| Tracey Allen |
| Peter Booth |
| Amaya Silveria |
| Louise McDonald |
| Amy Alderson |
| Peter Evans |
| James Gallagher |
| Glyn Whitworth |

| | |
|---------------------------------|---------------------------------------|
| Chair of the Committee | To be decided by the Committee |
| Clerk to the Committee * | Current clerk to GB St Peter's School |

**May be provided by LA when Area Insurance purchased*

AUTHORITIES

- This Committee is authorised to co-opt other Governors (with vote) (other than the Headteacher and any Staff Governor) to assist in the process of student exclusion reviews, parental or student grievances.
- This Committee is authorised to take such other action according to the minuted powers delegated, from time to time, by the Governing Body.

| | |
|--|----------------|
| Quorum | 3 |
| Date Committee established | 12 April 2016 |
| These terms of reference agreed by the Governing Body | 10 July 2024 |
| Date of review: with other TORs | September 2025 |