



HEARINGS COMMITTEE
(COVERING DISMISSAL/DISCIPLINARY/GRIEVANCE/REDUNDANCY OR COMPLAINT MATTERS)
TERMS OF REFERENCE 2025-26

- 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	9 July 2025
Date of review: with other TORs	July 2026