



THE VALLEY PARTNERSHIP

Terms of Reference for the First (Hearings) Committee

These Terms of Reference were agreed by the Full Governing Board of
The Valley Partnership

Date: 20th October 2020

Signed: *Emily Hooper-Taylor*

Review Date: September 2021

Terms of Reference for the First (Hearings) Committee for The Valley Partnership

Membership:

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

Quorum – three to be drawn from the membership above:

Chair of Committee:

Clerk to Committee:

Agreed at meeting of full governing board: 20th October 2020

Review Date: September 2021

Agreed Terms of Reference

- To make any initial decision relating to staff conduct, capability or a grievance (where this has not delegated to the headteacher.)
- To make a decision to suspend a member of staff (where this has not 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 Portfolio holders.