St Michael and All Angels

Hearings Committee

Terms of Reference

2023-24

As members of the Governing Body of SMAAA we pledge to:

Follow the 7 Principles of Public Life outlined by Lord Nash including:

1. selflessness;
2. integrity;
3. objectivity;
4. accountability;
5. openness;
6. honesty;
7. leadership.

We will also:

|  |  |
| --- | --- |
| Area | Responsibilities |
| Organisation and teamwork | * review the terms of reference for this committee; * set out a monitoring plan annually; * participate in training; * agree to use the Nolan principles of public office; * review / make recommendations for policies with key staff. |
| Recruitment and retention/ communicate with parents/carers | * contribute to the School Development Plan; * contribute to the schools Self-evaluation; * actively engage with the School Council and other groups of pupils; * engage with parents through questionnaires and surveys. |
| Strategic Leadership and Statutory Responsibilities | * be responsible for the leadership of specific activities; * monitor the Performance Management process. |
| Strengths and Weaknesses/Self-Review and Change | * read and evaluate case studies from key staff; * contribute and participate in key chosen areas of development; * attend school events; * follow up on proposed actions. |
| Support and Challenge | * work with staff and other Governors; * promote the good reputation of the school; * ask questions and ensure that challenges are followed through; * engage with the school leadership team. |
| Impact/including school improvement/pupil safety and well being/partnerships and community engagement | * we will identify a priority that will improve outcomes for pupils; * we will decide what to do; * we will review what action the school took; * we will review the impact; * we will review the lessons that we learned. |

Membership and Meetings

* at least 3 impartial governors excluding the Headteacher (NB. The number appointed to this committee directly affects the number required for an appeal committee) It is suggested that only experienced governors be appointed, and consideration given if appointing Chair, who due to their role, will probably have prior knowledge of events;
* this Committee will be Chaired by individuals chosen during the process.

Quorum

Three members of the committee.

Terms of reference

We will

|  |  |
| --- | --- |
| Area | Responsibilities |
|  | * Make any determination to dismiss any member of staff *(unless delegated to the Headteacher)* * Make any decisions under the governing body’s personnel procedures e.g. disciplinary, grievance, capability, where the Headteacher is the subject of the action\*   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)* |