



Mill Water School

Preparation for *their* best future

Terms of Reference for the First/Hearings Committee of the Governing Board of Mill Water School

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| Membership: | <p>Members to be taken from a pool of available governors, which can include governors from the school, the local learning community and/or the SENTient Trust.</p> <ul style="list-style-type: none">• 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• No governor or associate member who has been part of the First/ Hearings Committee may be included |
| Quorum: | <p>Three to be drawn from the membership above:</p> <ol style="list-style-type: none">1.2.3. |
| Chair of Committee: | Andrew Gardner |
| Clerk of Committee: | Bobbie Potter |
| Agreed at meeting of full governing board 21st September 2022 | |
| Date of review* September 2023 | |

*These terms of reference should be reviewed annually by the Full 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