



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

Membership:

- The Headteacher may not be a member
The FGB has voted to use the Joint Governor Panel to form the membership of this committee. The panel will come from Governors within the Exmouth Learning Community.
- It is not appropriate to include staff governors
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- Associate members can serve on this committee and will form part of the quorum
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Quorum – three to be drawn from the membership above:

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Chair of Committee: Andrew Gardner

Clerk to Committee: Bobbie Potter

Date of review*: September 2020

Agreed at meeting of full governing board **25th September 2019**

*These terms of reference should be reviewed annually by the Governing Board and when there are any changes to the Board membership

Agreed Terms of Reference
<ul style="list-style-type: none">• 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 HR Lead Governor.