

OAK GREEN SCHOOL
HR RELATED
(COVERING: EMPLOYEE GRIEVANCE, STAFF DISMISSAL, STAFF DISMISSAL APPEALS, AND PAY REVIEW APPEALS)
TERMS OF REFERENCE 2025-26

No.	Subject Area	Action	Frequency	Report by:	Suggested Term of report
	CONSTITUTION	<p>MEMBERSHIP – according to the agreed committee structure. Associate Members may be appointed by the Governing Board as members of this committee. Staff governors cannot be members. Where there are insufficient governors without prior involvement the Governing Board should consider collaborating with another Governing Board.</p> <p>GOVERNANCE PROFESSIONAL – cannot be the Headteacher. It is best practice to appoint a governance professional.</p> <p>QUORUM – at least THREE governors.</p> <p>VOTING RIGHTS – restricted to committee members. Associate Members can be given voting rights by the Governing Board. Chair to have a casting vote but only if a governor.</p> <p>CHAIR – to be appointed by the Committee or Full Governing Board.</p>			
1.		Panels will be convened and act in accordance with the school’s policies and procedures (to include but not limited to – Capability, Conduct and Discipline, Employee Grievance, Staff Dismissal, Redundancy and Health and Attendance)	As required	Brief verbal summary by Chair of Committee	Next full Board Meeting
2.	Staff Dismissal Appeals	<p>This Committee is required to meet to hear and determine any appeals against:</p> <ul style="list-style-type: none"> • Decisions made by the Staff Dismissal Committee; • A decision taken by the Headteacher or Headteacher and Governor, in relation to Capability and Conduct and Discipline 	As required	Brief verbal summary by	Next full Board

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		<ul style="list-style-type: none"> A Capability Warning or a Conduct and Discipline Warning 		Chair of Committee	Meeting
3.	Pay Review Appeals	This Committee is required to meet to hear any appeals against pay decisions (including for the Headteacher) in accordance with the School's Pay Policy.	As required	Brief verbal summary by Chair of Committee	Next full Board Meeting
4.	Minutes	Minutes will be taken at the meeting which may be required as a record for any subsequent appeals and Employment Tribunals.			

NB: *Amendments from the previous version are highlighted in underlined italics.*