



LADBROOKE JMI SCHOOL

## Terms of Reference

### Key Roles of the Governing Body

1. Ensuring clarity of vision, ethos and strategic direction;
  2. Holding the Headteacher to account for the educational performance of the school and its pupils, and the performance management of staff; and
  3. Overseeing the financial performance of the school and making sure its money is well spent.
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### Staff Grievance Committee

Membership: **Three governors (not staff governors)**

Quorum: **Three.**

1. To consider staff grievances in accordance with the agreed procedure, and to make such decisions as fall to it to make under that procedure.
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### Appeals Committee

Membership: **Three governors (not staff governors)**

Quorum: **Three.**

1. To hear appeals against decisions of the Staff Grievance Committee about staff grievances, in accordance with the agreed procedure.
  2. To hear appeals against decisions by the Headteacher in relation to staff discipline and dismissal.
  3. To make any determination or decision under the Governing Body's Complaints Procedure.
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### Pupil Discipline Committee

Membership: **Three governors (not staff governors)**

Quorum: **Three.**

1. In accordance with statutory requirements, to consider the actions of the Headteacher in excluding a pupil, to consider representations made by parents/carers, and, if appropriate, to determine whether the pupil is to be reinstated.

Governors are required to have attended Exclusion training to be on the Pupil Discipline Committee.

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Notes:

1. The above are based on the Herts County Model Terms of Reference
2. There is currently no HfL training for panel members

**Agreed by the Full Governing Body on 13 September 2018 (Revised 6 December 2018)**

Panel Committee Terms of Reference 2020-21 (Revised December 2018)

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