

# **High Bank Junior, Infant and Nursery School.**

Governing Body Committee/Panel Terms of Reference

## ***Terms of Reference - Appeals Panel***

### **Name of Committee / Panel**

Appeals Panel (staff dismissal, grievances)

**This Panel is essential, even if dismissal powers have been delegated to the Head Teacher.**

### **Purpose**

To hear appeals against initial decisions of the Staff Dismissal or Pay Panel or the Head Teacher about matters relating to the discipline, dismissal, appraisal or pay of staff.

### **Membership** (With delegated powers)

The membership cannot include: The Head Teacher or governors that were part of the initial decision, staff governors or associate members.

### **Quorum**

Three governors.

### **Terms of Reference**

1. To hear appeals from any member of staff who objects to a decision of the Head Teacher or Staff Dismissal, Pay or Appraisal Committees/Panels.
2. To uphold or dismiss an appeal.

*Key document - Governors are advised to refer to the appropriate policy and the appeals procedure.*