

Terms of Reference for the First Discipline Committee of the Governing Body of Clyst Vale Academy Trust

Agreed at meeting of full governing body 18th September 2024

Signed by Chair of Governor: 

Date 16th September 2024

*These terms of reference should be reviewed annually by the Governing Body

Agreed Terms of Reference

- To make any initial decision relating to staff conduct, capability or a grievance (where this has not delegated to the Principal)
- To make a decision to suspend a member of staff (where this has not delegated to the Principal)
- 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 Finance & Premises Committee
- To make a decision on appeal against the Principal's decision to permanently exclude a student