



DIOCESE OF CHESTER

ASTBURY ST MARY'S CE (AIDED) PRIMARY SCHOOL

DISMISSAL COMMITTEE

Dismissal Committee Terms of Reference

Membership: The Committee shall consist of at least three eligible governors. Every governor (other than the Headteacher and staff governor(s)) is eligible for membership. Associate Members are not eligible for membership of this committee.

Anyone involved in the investigatory stage may not be involved in making decisions at any subsequent disciplinary hearing.

The Committee may have an advisor at all meetings. The advisor is not eligible to vote.

Quorum: Three governors.

Meetings: The Dismissal Committee shall meet on an as required basis.

Chair: The committee shall agree a Chair at each meeting.

Accountability: The committee has full decision making powers. Decisions it makes are subject to appeal, which will be heard by the Dismissal Appeals Committee.

Terms of reference:

- The initial determination that any person employed by the local education authority (or governing body, in a voluntary aided school) should cease to work at the school must be delegated to this committee as must the hearing of representations in relation to this decision. This relates to termination of fixed term contracts and in the case of alleged gross misconduct. The committee will follow the guidelines for the dismissal of staff set by the local education authority.

Where allegations are made against a member of the school's staff that involve issues of child protection, the governing body must appoint an independent investigator to investigate the allegations prior to the hearing

of any proceedings relating to those allegations. The committee will consider the report of the investigator in its deliberations.

- The employee shall have the right of appeal against any decision of the Dismissal Committee.

The Dismissal Committee Terms of Reference were amended and adopted by the Governing Body at the meeting of the full Governing Body held on 17 October 2018.

These terms of reference will be reviewed annually.

Review date: Autumn 2019