



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

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Agreed at meeting of full governing body 18<sup>th</sup> September 2023

Signed by Chair of Governors

Date 18<sup>th</sup> September 2023

\*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