

**Thorndown Primary School
& Thorndown Pre-School
Governing Body Personnel & Salary Committee**

Terms of Reference and Standing Orders

1. Membership

The following full Governors are members: Jane Ainscow, Jill Foster, Frank Newton, Peter Smith, Andy Thomas and Chris Snape.

The following non-Governors are members: Jenn Dover (Clerk).

The following are Associate members: None.

Associate members cannot vote.

2. Quorum

The quorum is 3.

3. Meetings

Members of the Committee are entitled to seven days notice of a meeting and to receive an Agenda. A shorter timescale may be given if the Committee Chair decides the issue needs urgent attention.

Other members of the Governing Body may attend any meeting of any Committee but they may not vote.

4. Chairmanship

The committee will be chaired by Andy Thomas.

The Chair of the Committee will normally be decided at the first meeting of the Committee.

If the Chair is absent from a meeting, a Governor may be elected to take the Chair.

5. Partnership with the Headteacher

In carrying out its functions the Committee will receive information and advice from the Headteacher and other staff and will actively seek opportunities for wider consultation where appropriate.

The headteacher is entitled (but not obliged) to attend all Committee meetings and is entitled to vote (unless not a Governor).

6. Standing Orders

All Committee meetings must be minuted. The minutes must be circulated with the agenda of the next Full Governing Body meeting.

7. Terms of Reference

The Committee has delegated powers to carry out the following specific tasks:

1. To adopt, review, amend and monitor all Personnel/Pay related Policies, ensuring inclusion in regard to gender, social disadvantage, race equality, disability discrimination, religion, sexuality & age. Also having regard to the Local Authority/EPM Policies and Guidance.
2. To appoint teachers to leadership group (as defined by governors)
3. To ensure that at least one person on any selection/appointment panel has completed Safer Recruitment training
4. To monitor that the staff safeguarding checks are complete and up-to-date
5. To appoint a pay review panel of three governors, from the personnel and salaries committee, to decide on recommendations relating to the pay of all members of staff.
6. To dismiss headteacher (GB must act through Dismissal Committee)
7. To end suspension (head)
8. To end suspension (except head)
9. To determine staff complement
10. To approve applications for early retirement, secondment and leave of absence not covered by local agreements
11. To establish and annually review a performance management policy
12. To appoint governors to implement the performance management of head considering advice of an external provider
13. Form a Staff Disciplinary Panel when required
14. Form a Staff Disciplinary Appeals Panel when required from **any** Governor not involved in 13 above
15. Form a Salary Appeals Panel when required from **any** Governor not involved in the original decision.

Note. Any Panel formed will consist of at least 3 Non Staff Governors

In addition the Committee will:

1. Consider, as appropriate, and **make recommendations** on other related matters not specifically delegated by the Governing Body.
2. Contribute to Governing Body and School self-review with particular reference to self-evaluation.
3. Plan, monitor and evaluate appropriate sections of the School Development Plan.
4. Prepare for the Governing Body any appropriate report to parents (or others) on matters relating to the work of the Committee.

Submitted to committee on 27th September 2023

For submission to GB on 12th October 2023.