

Birchwood Community Academy Trust

Appeals Committee

Membership – not less than 5 members of the Governing Body, and no fewer than the Hearings and Complaints Committee

Quorum

No less than 3 members including the chair.

Terms of reference:

- To consider any appeal against a decision to dismiss a member of staff made by the Hearings Committee*
- To consider any appeal against a decision short of dismissal under the Governing Body's personnel procedures e.g. disciplinary, grievance, capability*
- To consider any appeal against selection for redundancy*
- To consider any appeal regarding Performance Related Pay *

**Cannot be delegated to an individual*

Disqualification – The Headteacher and any members of the original Hearings and Complaints Committee.

Any governor who has prior knowledge of the case to the extent that they would not be able to give the situation a fair hearing.

Terms of reference agreed by the Appeals Committee on:

Date: _____

Signed (Chair): _____