

**GOVERNING BODY OF HIGHLANDS SCHOOL**  
**COMMITTEE MEMBERSHIP 2017-18**

The Governing Body is required to review its constitution, membership, and any delegated powers and the committees procedures annually. Listed below are details of the current Committees and Panels previously adopted by your Governing Body.

**RESOLVED** that

- in the event of a casual vacancy or the unavailability of a specific member of a Committee/Panel the Governing Body authorise the Chair to appoint any Governor to join that Committee;
- the membership of the Governors' various Committees and Panels with delegated responsibilities be as follows:

(a) Schools Priorities Committee

Androulla Michael (chair)  
Sarah Chandler  
Vincent McInerney  
Ian Hickman  
Joan Hill  
Chris James  
Sue Cross

SLT Link: Dhiru Gadhvi (Deputy Headteacher)

(b) Curriculum and Standards

Steve Way (chair)	Vincent McInerney
Keith Carrano	Alastair Henderson
Ian Lebeau	Odette Britton
Caron Fitzgerald	

SLT Links: David Feldman and Karl Tuton (Deputy Headteachers)

(i) Appointment of Staff

- (A) Headteacher and Deputy Headteacher – process agreed by the Governing Body
- (B) Senior Staff – three Governors
- (C) All Other Staff – appointment delegated to the Headteacher.

(ii) Staff Dismissal/Capability and Staff Grievance

Appeal Panel  
Ian Hickman  
Androulla Michael

(iii) Redundancy and Redeployment of Teaching and Non-Teaching Staff

<u>Initial Panel</u>	<u>Appeals Panel</u>
Vice-Chair	Chair
Two Governors	Two other Governors

(iv) Staff Grievance Panel

<u>Initial Panel</u>	<u>Appeals Panel</u>
Vice-Chair	Chair
Two Governors	Two other Governors

- (v) Pay Panel  
To conduct the Headteacher's Performance Management  
To Conduct the Review                      To Be Review Officer  
 Chair    One Governor  
 Vice-Chair  
 Chair of Finance and Resources

Pay Progression  
 Chair  
 Vice-Chair  
 Chair of Finance and Resources

- (c) Finance and Resources  
 Ian Hickman (chair) Androulla Michael  
 Keith Carrano                      Matt Miller  
 Vincent McInerney              Steve Way  
 Sarah Chandler  
 Chris James  
 SLT Link: Sue Czupich (School Manager)  
 Also Invited: Delyth Ramsden (Finance Officer)

- (d) Chairs Committee  
  
 Matt Miller  
 Keith Carrano  
 Ian Hickman  
 Stephen Way  
 Androulla Michael

- (e) Pay Appeal Panel  
 Stephen Way/ Androulla Michael/ Ian Lebeau

- (f) (Pupil) Discipline  
 A Panel of three Governors be formed when required and all Governors be eligible to sit on the Panel.

- (g) Complaints Against the School or Curriculum  
 To meet as and when required.  
 Keith Carrano, Ian Hickman, Stephen Way and vacancy.

- (h) Governor Recruitment Panel  
 Three governors as appropriate

- (i) Safeguarding Governor  
 Matt Miller

- (j) Training and Development Governor  
 Matt Miller

- (k) Health and Safety Governor  
 Matt Miller

- (l) SEN Governor  
 Sue Cross

- (m) Looked After Children Governor  
Sue Cross
  
- (n) Pupil Premium Governor  
Stephen Way.