



Alpha Trust Disciplinary and Dismissal Appeals Committee

Terms of Reference

General Terms:

- To consider any appeals against decisions made at a first hearing.

Membership:

- At least three eligible governors or trustees. Every governor or trustee other than the Principal and staff governor(s)/trustee(s) is eligible for membership.
- Anyone with prior involvement in the matter may not be involved in making decisions at any appeal hearing.
- The Appeals Committee may have an advisor at all meetings. The advisor is not eligible to vote.

Appointment of Chair:

- The Appeals Committee shall agree a chair for each meeting.

Quorum:

- Three members of the committee.

Meetings:

- The Appeals Committee shall meet on an as required basis.

Clerking:

- The clerk to the Appeals Committee must be a person who is not a governor or Trustee of the school(s) or the Principal.

Specific Responsibilities of the Disciplinary and Dismissal Appeals Committee:

General

- Any decisions shall be made by a simple majority.
- The Appeal Committee's decision will be final, notwithstanding the employee's right in law.
- The Appeal hearing shall be held in accordance with the relevant policy

Approved 15 July 2020