

GOVERNING BODY OF HIGHLANDS SCHOOL
COMMITTEE MEMBERSHIP 2025-26

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) School Standards and Performance Committee

Stephen Way (Chair)
Androulla Michael (Vice Chair)
Alastair Henderson
Elena Pieretti
Sue Cross
Ozan Suleyman
Rachel Butcher
Felicia Pinto
Tracy Murray
Rebecca Drysdale
John Budde

SLT Link: Mia Lloyd, Ania Butler and Tom Hurst (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
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
Initial Panel
 Vice-Chair
 Two Governors
- Appeals Panel
 Chair
 Two other Governors

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

- Pay Progression
 Chair
 Vice-Chair
 Chair of Finance and Resources

- (c) Finance and Resources
 Keith Carrano (Chair) Vincent McInerney
 Matt Miller Samir Afhim
 Thiaethri Kunaratnam Oto Ptuokon

SLT Link: Headteacher/Sue Czupich (School Manager)

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

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

- (f) (Pupil) Discipline
 A Panel of three Governors will 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, 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
Androulla Michael
- (l) SEN Governor
Sue Cross
- (m) Looked After Children Governor
Sue Cross
- (n) Pupil Premium Governor
Stephen Way
- (o) Data Protection Governor
Stephen Way
- (p) Wellbeing Governor