



Pay	
<p>Responsibilities</p> <ul style="list-style-type: none"> To review and revise the School Pay Policy. Annually, to understand and apply government and/or LA pay review policy/guidance to our School Pay Policy. 	<p>Membership</p> <p>Richard Bedford (Chair) Claire Thompson (PS&S) Graham Drakeley (Fin) Andy Ferguson (Head)</p>
<p>Policy Ownership</p> <p>School Pay Policy</p>	

Governors with individual responsibilities	
<p>SEND</p> <p>Child Protection & Safeguarding</p> <p>Ethos</p> <p>Pupil Premium & Looked After Children</p>	<p>Ed Miller Claire Thompson (Pro tem) Richard Bedford Debbie Bird</p>

Panels and Temporary Working Groups

Safeguarding and Child Protection (S&CP)	
<p>Responsibilities</p> <ul style="list-style-type: none"> Annual review of safeguarding procedures Interim advice Monitoring safeguarding and child protection 	<p>Membership</p> <p>Claire Thompson (Chair) Richard Bedford Ed Miller (SEND) Debbie Bird (LAC) Andy Ferguson (Head)</p>

Pay Appeals Panel	
<p>Responsibilities</p> <p>To independently hear appeals from individual staff regarding pay determinations as per the Pay Policy.</p>	<p>Membership</p> <p>3 INDEPENDENT Governors To be determined by clerk when appeal is lodged. Must not be members of the Pay Policy Committee or have been involved in the pay determination process hitherto.</p>

Hearings & Complaints Panel	Appeals Panel
<p>Responsibilities</p> <ul style="list-style-type: none"> To investigate complaints from parents To make decisions on any staff disciplinary or grievance issues Staff dismissals 	<p>Responsibilities</p> <ul style="list-style-type: none"> To consider appeals against staff disciplinary/grievance/dismissals, and complaints from parents. To consider appeals against redundancy selection
<p>Membership</p> <p>Claire Thompson (Chair) Mat Symons Ed Miller (unless directly involved)</p>	<p>Membership</p> <p>Richard Bedford (Chair) Debbie Bird Graham Drakeley (unless previously involved)</p>

Out of Hours Care Provision Working Group	
<p>Responsibilities</p> <p>Investigate and monitor the opportunities, benefits, drawbacks, legal, regulatory, safeguarding, OFSTED, buildings/facilities and financial implications for out of hours care provision. Ensure that the financial and other outcomes are known and kept under review. Report back to FGB.</p>	<p>Membership</p> <p>Debbie Bird (Chair) Graham Drakeley (Finance) Claire Thompson + Jenny Edwards (Consulting Member)</p>

Academy Working Group (currently suspended)	
<p>Responsibilities</p> <p>To review, monitor and make recommendations to the FGB as regards academisation (or similar formal collaborative arrangements).</p>	<p>Membership</p> <p>Not applicable at present.</p>