

# **Athersley North Primary School Governing Body**

## **Human Resources Committee**

### **Terms of Reference**

#### **2021/2022 Academic Year**

- 1) To determine, and keep under review, the staffing structure/quota of the school.
- 2) To recruit and select members of the Senior Leadership Team (excluding the Head teacher and Deputies) and to end the suspension of any member of staff except the Head teacher.
- 3) To implement Governing Body personnel policies.
- 4) To determine, implement and review annually the school's Pay Policies, Performance Management Policies and Appraisal & Capability Policies.
- 5) To advise the Governing Body/Finance Committee on current and future pay levels
- 6) To determine dismissal payments and consider matters relating to compromise agreements.
- 7) To monitor and evaluate the impact of staff development activities on school improvement.
- 8) To oversee all aspects of the appointment to posts on the Leadership Scale, and Senior Support Staff.
- 9) To monitor the staff development programme in relation to curriculum establishment and personal needs, within the particular context of Performance Management.
- 10) To monitor, review, update and adopt policies as delegated by the Governing Body