

# Ricards Lodge High School

## Terms of Reference 2025/26- Committees and Panels

### Introduction

The Governing Board makes the strategic decisions required for the successful running of the school, including setting strategic vision, holding the school to account and ensuring financial probity. The Governing Board need not take every decision that is required. Some powers or functions can be delegated to the Headteacher, to an individual governor, to committees or to working groups.

The Headteacher is given delegated authority with regard to appointing staff and making dismissal decisions (other than in exceptional circumstances).

Some key decisions cannot by law be delegated and must be taken by the Governing Board. Where this is the case, a person, working group or committee can be asked to consider the issue and make recommendations, as long as the full Governing Board takes the decision. It is important to distinguish between committees which have delegated powers, and informal groups which do not.

The most important duties which **cannot** be delegated include:

- holding a meeting at least once a term.
- to set up a Register of Governors' Business Interests
- appointing to and removing from the Governing Board.
- electing the chair and vice chair of governors
- appointing the Headteacher and Deputies
- establishing terms of reference for committees and delegating powers to them
- to draw up an Instrument of Government.

**School policies other than those that require FGB approval are delegated to the school where permitted, HR policies such as Staff Discipline, Conduct and Grievance are automatically adopted and agreed as the latest LB Merton versions.**

Remote attendance to meetings (by Skype or call) has been agreed in principle.

All committees are set up by the full Governing Board and must report their decisions or recommendations to the Governing board. The functions, membership and terms of reference of all committees are reviewed periodically.

- Each committee elects its own chair at its first meeting of the academic year.
- The Chair of Governors and Headteacher are ex Officio members of all Governors' committees.
- For all committees, a quorum is three governors.

In addition to the main committees and various panels, an Appeals committee may be needed. This should consist of any three Governors who have not been involved in the matter at issue.

## 1. Quality of Education Committee (QOE)

### **Curriculum**

- C1 - To advise the Governing Board on all matters relating to the National Curriculum and the SACRE, including an annual review of the whole curriculum
- C2 - To review the results of public examinations
- To monitor external data sets to monitor student achievement and attainment across all groups of students.
- C3 To oversee the allocation of 'capitation' money to curriculum areas.
- To review and revise as appropriate curricular policies required by current legislation, in order to make recommendations to the Governing Board
- To oversee arrangements for monitoring and evaluating the curriculum.
- To oversee procedures for educational trips and journeys and to give permission for trips abroad or lasting more than one day.

### **Standards**

- To monitor disadvantaged pupil groups to ensure they are supported and barriers to learning considered including the needs of looked after (LAC) and previously looked after children
- To monitor the higher ability students (more able, gifted and talented) to ensure they are stretched and challenged in their learning.
- To monitor the impact of departmental reviews/MEP visits
- To review careers provision in place to support student's next steps
- To review the Quality of teaching, ensuring that on-going high quality CPD is made available to staff for their own progression and to improve Outcomes.

### **Well-being**

- To oversee safeguarding and child protection arrangements
- To oversee and foster students' inclusion in the school community, including advising the Governing Board on matters relating to student behaviour and attendance, including a review of exclusions and child protection referrals.
- To oversee the pastoral curriculum within the school, supporting the mental health well-being, welfare and guidance of staff and students
- To review transfer arrangements from primary schools.
- To ensure that the Equality and Diversity policy and procedure are embedded throughout the school

Membership

A minimum of three governors, other non-governor members as appropriate, who may not vote.  
Observers by invitation.

## 2. Finance, Premises and Personnel Committee (FPP)

### Financial

- To oversee the preparation of the school budget annually and recommend its adoption to the Governing Board.
- To agree limits of delegation and virement in relation to the budget.
- To monitor expenditure against the budget plan and revise the plan if necessary
- To monitor the use and audit of the School Fund Account.

### Premises

- To consider all aspects of the use, efficiency and development of the school premises and grounds and to monitor Local authority (New Schools) management of the premises and grounds.
- To propose and decide on any new developments and make recommendations to the Finance Committee.
- To monitor school security and risk assessment by New Schools.
- To monitor the operations of the P.F.I contract including
  - Health and safety
  - Catering
  - Premises management
  - Grounds.
- To ensure that the school complies with health and safety and current data protection (GDPR) regulations.

### Personnel

- To review the staffing structure annually or whenever a significant vacancy occurs, and to recommend adjustments as appropriate to the FGB for approval
- To review and revise as appropriate policies relating to personnel matters, and to undertake any formal consultation on them
- To keep under review staff work/life balance, working conditions and well-being including the monitoring of absence.
- To consider and approve where appropriate requests for leave of absence.
- To oversee arrangements for appointing staff to the school, delegating powers to the Headteacher, and to appointments panels as appropriate. Ensuring that Equality procedures are adhered to.
- To consider and make initial decisions about matters relating to dismissal or redundancy of staff and staff grievances, in accordance with LA procedures.

- To review and revise as appropriate, policies relating to committee matters and undertake any formal consultation on them.

### Membership

A minimum of three governors, other non-governor members as appropriate, who may not vote.  
Observers by invitation.

### 3. RR6 Committee



*The purpose of the Joint Strategic Committee is not to duplicate the work already carried out by the school committees. The bullet points under each heading are not intended to be exclusive, but more to help as prompts to ensure all business relevant to the Joint 6<sup>th</sup> Form is properly covered. It should be considered that, maybe, a lot of the business can best be covered simply by ensuring that each school's committees are dealing with the relevant business.*

#### **Membership:-**

The two Headteachers (or their representatives); the two chairs of Governors (or their representatives); and another five governors at Rutlish School, another five governors at Ricards Lodge High School, i.e. a membership of 14 Governors in total.

#### **Quorum:-**

Any three from each school including the Headteacher.

#### **Meetings:-**

The committee will meet at least once a term and otherwise as required

#### **Procedures:- Delegations and proceedings- please refer to separate Terms of Reference**

##### **General: -**

All decisions taken by the Committee must be reported to the Full Governing Bodies

Review the terms of reference annually and propose any amendments to the Full Governing Bodies.

Contribute to the development of the schools' policies.

Contribute to the schools' Improvement Plans.

## 4. Other committees and Panels

Pay panel and HT PMR annually in the autumn term, other Panels and committees as required.

### 4.1 Headteacher's Performance Review

To review the Targets and Objectives of the Headteacher and to agree any pay award or pay progression

Membership: Two governors as delegated, together with an external appraiser

Quorum: Three.

### 4.2 Staff Grievance Committee

To consider matters relating to staff grievance in accordance with agreed procedures, and to make such decisions as fall to it to make under those procedures.

Membership: Three governors from their number as available

Quorum: Three.

### 4.3 Pupil Discipline Committee

In accordance with statutory requirements to consider the actions of the Headteacher in excluding a pupil, to consider representations made by parents/carers, and, if appropriate, to determine whether the pupil is to be reinstated.

Membership: Three governors from their number as available

Quorum: Three.

### 4.4 Staff Pay Panel

To review the recommendations of the Headteacher to award pay progression with respect to Pay and Appraisal policy guidelines

Membership: Three governors as delegated

Quorum: Three.

### 4.5 Appeals Committee

To hear appeals against decisions made by a previous panel of Governors for matters relating to HT and Staff pay awards, Staff discipline or grievance, or complaints.

Membership: Three governors from their number as available and not involved at any earlier stage.

Quorum: Three.