



Terms of Reference for the First Discipline Committee of the Governing Body of Clyst Vale Academy Trust

Approved by the board of trustees: 15th September 2025

Adopted by the Disciplinary Committee: 15th September 2025

Next review date: September 2026

*These terms of reference should be reviewed annually by the Governing Body

Agreed Terms of Reference
<ul style="list-style-type: none">• To make any initial decision relating to staff conduct, capability or a grievance (where this has not delegated to the Principal)• To make a decision to suspend a member of staff (where this has not delegated to the Principal)• To make a decision to dismiss a member of staff• To make initial decisions in respect of staff redundancies• To make any other initial decisions as are needed in respect of any staffing/HR procedures which are not covered by the Terms of Reference for the Finance & Premises Committee• To make a decision on appeal against the Principal's decision to permanently exclude a student