

**TERMS OF REFERENCE OF THE EMPLOYMENT APPEALS COMMITTEE**

1. To hear and determine appeals against decision of officers of the Council, where provision exists for appeals to a member level body, or of relevant decisions of the Governing Bodies of voluntary aided schools where the Governing Body so requests in respect of:-
  - All dismissals (including selections for redundancy), except that appeals against dismissals under the Council's Attendance Management Policy shall be determined, in consultation with a member to be drawn from the Appeals Committee and an HR Adviser, by a senior manager who has not previously been involved in the matter, and who is duly authorised to determine the appeal in accordance with paragraph 3.7 of the Officers' Delegation Scheme.
  - Group grievances or collective disputes.