



Adopted by Staffing Committee on 15.09.2025

Committee Terms of Reference and Delegated Powers Staffing, Staff Wellbeing and Development Committee

Role

The Governing Body of Whitley Bay High School is given its powers and duties as an incorporated body. The statutory responsibilities of the governing body of a maintained school are detailed in [section 21 of the Education Act 2002](#).

Whitley Bay High School Governing Body delegates the following roles to the Staffing, Staff Wellbeing and Development Committee which may take decisions within a scope of delegation and recommends other matters to the Governing Body for approval.

1. Oversee the formulation, development and review of all policies relating to the employment of staff within the school with due regard to the curriculum needs of the students and to bring such matters to the attention of the full Governing Body.
2. determine a pay policy in accordance with the [school teachers' pay and conditions](#)
3. act as a 'critical friend' to the Headteacher by providing advice, challenge and support.

Term

The committee is a standing sub-committee of the Governing Body. The Chair and Vice Chair are appointed annually. Membership may vary according to the requirements of the Governing Body and subject to the terms of office of individual members.

Membership

The Staffing, Staff Wellbeing and Development Committee will comprise the following voting members:

- Naomi Oosman-Watts – Co-opted Governor (Vice Chair / Chair of Governing Body)
- Alan Keegan (Staff) – Co-opted Governor
- Helen Ripley – Co-opted Governor
- Leanne Chambers – Parent Governor (Chair)
- Bee Blewitt – Parent Governor
- Elizabeth Robertson - Parent Governor
- Steve Wilson – Headteacher

Plus, non-voting members and the clerk:

- Steve Williams – Assistant Headteacher/ Advisor/ Clerk

Roles and Responsibilities

Roles and responsibilities include:

- ensuring that the school is staffed sufficiently for the fulfilment of the School's development plan and the effective operation of the school

- support and advise the Headteacher and Governing Body on all staffing related matters
- shall be responsible for the formulation, development and review of all policies relating to the employment of staff within the school
- reviewing and oversee the operation of the School's Appraisal Policy - including the arrangements and operation of the school's appraisal procedures for the Headteacher
- reviewing a Pay Policy for all categories of staff
- In line with statutory guidance and linked to the removal of Performance Related Pay, the Headteacher will provide a summary to the Staffing Committee (2nd meeting of the academic year) of all pay increases.
- The Headteacher will inform the Staffing Committee of any potential issues linked to pay progression of any member of staff in a timely manner.
- ensuring that staffing procedures (including recruitment procedures) follow equalities legislation
- annually review procedures for dealing with staff discipline and grievances and make recommendations to the governing body for approval
- monitor approved procedures for staff discipline and grievance and ensure that staff are kept informed of these. ☐ To recommend to the governing body staff selection procedures, ensuring that they conform with safer recruitment practice, and to review these procedures as necessary
- in consultation with staff, to oversee any process leading to staff reductions
- working with the School to ensure the strategic outcomes of the School are maintained
- ensuring the measures in place to support the Health, Safety and Wellbeing of staff and students are appropriately defined and adhered to
- keeping up to date with emerging developments and advice from all recognised sources for Staff and their wellbeing
- will consider the potential impact of any Corrective, Disciplinary or Grievance judgement on the policies or processes of the Governing Body
- reviewing the implications of requirements and advice from the DfE and Local Authority to support the School
- supporting the School in maintaining effective communications with all relevant stakeholders
- advising the Chair of Governors, Full Governing Board and any relevant sub-committees on any necessary actions requiring their consideration, approval, review or implementation

The membership of the Committee will commit to:

- attending all scheduled Staffing, Staff Wellbeing and Development Committee meetings
- sharing all relevant communications and information across all Committee members
- making timely decisions and taking action to ensure the effective and efficient running of the school
- notifying members of the Committee, as soon as practical, of any risks or issues that may impact the delivery of governance by the committee

Members of the Committee will expect:

- that each member will be provided with complete, accurate and meaningful information in a timely manner
- to be given reasonable time to make key decisions
- to be alerted to potential risks and issues that could impact members of staff and their well being

- that members will support and commit to the School's Code of Conduct for Governors
- open and honest discussions, without resort to any misleading assertions

Specific Delegated Powers to Salary Review Committee

1. The Salary Review Committee shall, in line with the legal requirements placed on the Governing Body and of the requirements of the Pay Policy of the school:
 - a) The Chair of the Staffing Committee will be one of the two Governors who sits, with a member of the LA School Improvement Service, to determine suitable targets for the Headteacher, monitor the Headteacher's performance
2. The committee shall review and where appropriate approve, on behalf of the Governing Body, the recommendations of:
 - The Redundancy Sub-Committee
 except where such policies are the sole prerogative of the Governing Body

Further delegation of powers to the Headteacher

The Staffing Committee have requested that the following powers be delegated to the Headteacher:

- the authority to identify posts, advertise and make appointments without formal reference to the Governing Body or its Committees, providing that they fall within the:
- established staffing structure, teaching and support
- that they do not exceed the establishment figures in the current curriculum and budget plans
- that the costs do not exceed total employee costs in current budget plans

Meetings

All meetings will be chaired by the Chair or Vice-Chair.

A meeting quorum will be either the Chair or Vice-Chair and three other voting Governor members.

Decisions are made by consensus (i.e. members are satisfied with the decision even though it may not be their first choice). If consensus is not possible, the Chair recommends a decision to the Full Governing Body. Only Governor members of the committee have a right to vote.

Any possible conflict(s) of interest relating to the agenda must be declared by members at the start of each meeting.

Meeting administration will be provided by the Clerk to the committee, this includes:

- preparing agendas and supporting papers. Agenda items will be set by written submission by members to the Clerk to the Governing Body at least seven days prior to the meeting and will be approved by the Chair in advance of the meeting.

- preparing meeting notes to record the names of those attending, time and place of meetings and any decisions, action points or recommendations to be made to the Governing Body, clearly indicating which are decisions and which are recommendations. Recommendations must be framed in such a way as to offer the Governing Body clear proposals or alternatives to debate and upon which to take decisions.

Minutes of committee meetings will be submitted at the next available Full Governing Body meeting and be made available via the Whitley Bay High School SharePoint site.

Items which require a decision by the Full Governing Body will be specified in the committee's agenda.

Meetings will be held twice a term at Whitley Bay High School or virtually over MS Teams or Zoom.

The normal procedures and regulations appertaining to the Full Governing Body shall also apply to the committee.

[Amendment, Modification or Variation](#)

Terms of Reference may be amended, varied or modified in writing after consultation and agreement by the committee members and subject to the approval of the Governing Body.

September 2025