

**ST BARTHOLOMEW'S SCHOOL
PEOPLE COMMITTEE**

TERMS OF REFERENCE

Reviewed by the Governors' People Committee, Summer 2025

Agreed by the Full Governing Body, Summer 2025

To be reviewed annually at the Summer Term meeting

The People Committee discharges the Academy Trust's responsibilities for all aspects of staff pay, performance and progression on behalf of the Trust as the employer. It is also responsible for ensuring that the governance structure of the Trust is fit for purpose, is compliant with statutory obligations and that a succession plan is in place.

Objectives

The objectives of the People Committee are:

1. Establish and continually develop a people strategy that ensures the school has the human resources to deliver its strategic plans now and in the future;
2. Ensure that the Trust's governance arrangements are fit for purpose;
3. Overview and/or implement policies and key tasks delegated by the Full Governing Body, in particular agreeing the Headteacher's (also the Accounting Officer) objectives and appraising his/her performance against them;
4. Act as the nominations and remunerations committee of the Trust.

Areas of Responsibility

The Chair and the Committee hold the following delegated authorities from the Full Governing Body:

Staff & Employment

- Responsibility for the appointment of the Headteacher (Accounting Officer) with support from the Business Committee;
- Responsibility for pay and grading structure;
- Responsibility for staff establishment as per the Scheme of Delegation;
- Responsibility for staffing remuneration, nomination and dismissal committees;
- Responsibility for approving secondments and early retirements;
- To carry out the appraisal of the Headteacher, to set objectives and to review performance on a termly basis;
- To ensure that there is an effective human resources strategy to enable the Trust to sustain effective Leadership Team performance;
- To monitor the strategies for the health and well-being of staff.

Governance

- Responsibility for the nomination of Trustees through the Nominations Committee which shall be made up of the non-staff Governors of the People Committee, with a quorum of two;
- To ensure that there is an effective governance strategy in place, including the proposing of Trustees to Members through the establishment of a Nominations Committee;

- To review the performance, membership and development of the Academy Trust in the context of the latest statutory and government guidance regarding governance such as the Academy Trust Governance Guide and the Academy Trust Handbook.

General

- To keep abreast of relevant developments and to advise the Full Governing Body accordingly;
- To approve, review and monitor the implementation of all requisite policies as defined in the Delegated Policy Framework and the Finance Scheme of Delegations;
- Any other delegated authority and/or request to work on behalf of the Full Governing Body as may be minuted at their meetings.

Related Party Employment

In the event that a close relative (as defined by the Academy Trust Handbook and the Articles of Association) of a Member, Trustee/Governor or senior member of staff seeks employment with the Trust, they are required to declare this relationship as part of their application.

The Chairs of the People and the Business Committees will be notified if a candidate is successful at interview in order that they make a joint assessment of the risk of employing that individual. Their decision will be recorded in the Headteacher's Staffing Report to the next meeting of the Committee.

Membership

- A minimum of four Governors who have been appointed to the Committee based on their skills and including the Headteacher, each with an equal vote. The Chair of Governors will attend Committee meetings as an observer.
- The Chair (and Vice-chair if elected) of the Committee shall not be employees of the School and will be elected from the membership of the Committee.

Quorum

Two non-staff Governors.

Approved by the Full Governing Body at its meeting on 9th July 2025.