



Levels of Delegation for Disciplinary, Grievance, Capability, Ill Health Absence

<i>Case Against</i>	<i>Investigation</i>	<i>Decision Maker</i>	<i>Appeal</i>
CEO	Chair of Trustees / Independent	Panel of 3 Trustees	Panel of 3 or more Trustees
Head Teacher, Head of School	CEO	Panel of 2 Trustees	Panel of 3 or more Trustees
Deputy Head Teacher, Assistant Head Teacher	Head Teacher/Head of School	Executive Board, Local Governing Body	Panel of 3 Trustees
Finance Director	CEO	Panel of 3 Trustees	Panel of 3 or more Trustees
All Teaching Staff	Deputy Head Teacher / Senior Leadership Team	Head Teacher / Head of School / HR* / Local Governing Body	Panel of 3 Local Governing Body
All Support Staff	Senior Leadership Team	Head Teacher / Head of School / HR* / Local Governing Body	Panel of 3 Local Governing Body

*HR advisory process