

Terms of Reference for the Pay Committee

Membership:

Three governors nominated from the Business Management and the Learning and Wellbeing Committee who should not include:

- The Headteacher (who will bring recommendations to the Committee)
- Staff governors
- Any other governors who work at the school
- Associate members
- Governors who have conducted the Headteacher's Appraisal

Quorum: 3

Chair of Committee: Oliver Laity

Clerk of Committee: Clerk to the
Board of
Governors

Agreed at meeting of Full Board of Governors: 16 October 2017

Date of review: Autumn 2020

Agreed Terms of Reference

To annually review the salaries of all staff	D
To approve teachers' salaries following recommendations from the Headteacher / senior leadership team on whether to award performance pay in line with the school's policy	D
To monitor the outcome of pay decisions, including the extent to which different groups of teachers may progress at different rates and check processes operate fairly	D
Following recommendations from the Headteacher, to make decisions in respect of pay increases of any members of staff in a leadership role not covered by teacher appraisal and ensure decisions on pay are linked to performance	D

To review the Headteacher's salary annually, and to have regard to any recommendation from the governors who have conducted the Headteacher's appraisal	D
To undertake salary reviews at any other time the Board of Governors directs that there is a need to do so	D
To consider the salary appropriate for new posts within the school, in line with similar posts already in place	D
To inform the Board of Governors of approved salary decisions, to ensure inclusion within the budget	

D Delegated