

Pay & Performance Committee
(Agreed FGB December 2019)

Terms of Reference

Delegation of Function

The Pay and Performance Committee deal with all pay and performance matters relating to staff and implement the approved policies.

Clerking

The meeting of the Pay and Performance Committee should not be clerked by a Governor of the school, an Associate Member, a member of the Committee and must not be clerked by the Head teacher of the school.

Membership

The Pay and Performance Committee shall consist of two members of the Steering Committee not including the Chair of Governors, neither of whom shall be employees at the school or Associate Members.

Quorum

Two Governors.

Terms of Reference

- To review annually the Pay policy
- To determine the salary of each member of staff at the school taking account of any recommendations made by the Head teacher, in accordance with the salary review policy.
- To determine appropriate salary ranges for members of the Leadership group
- To determine whether to delegate to the Head teacher responsibility for agreeing performance objectives (in accordance with the current School Teachers' Pay and Conditions Document) with advanced skills teachers and members of the leadership group (except the Head teacher). It is recognised that these objectives may be the same as, or based upon, the performance management objectives for these members of staff agreed in accordance with the current Appraisal Regulations.
- To establish a Performance Management policy
- To review annually the Performance Management policy

To be reviewed annually by the Full Governing Body.