

Templemoor Infant and Nursery School

Governing Body Pay and Performance Committee Remit



Name of Committee & Year	Pay and Performance Committee 2019-20
Committee Chair	Dr. N. Jones
Membership	<p>Mrs. M. Haddock Mrs. J. Davenport</p> <p>The Committee shall consist of the Chair, Vice Chair and another Governor, none of whom shall be employees of the school.</p> <p>The Headteacher may attend all proceedings of the Pay and Performance Committee for the purpose of providing information and advice, but must withdraw if and when their own salary is being discussed.</p> <p>Committee members will be excluded from membership of the Governors' Appeal Committee where convened to consider a pay appeal.</p>
Clerk	Trust GS
Number of meetings per academic year	The committee will meet twice each year with additional meetings where required.
Quorum	Quorum for the meeting will be 3 committee members, excluding those employed at the school.
Terms of Reference	<p><u>Staff Appraisal Policy</u> The Pay and Performance Committee is responsible for:</p> <ul style="list-style-type: none">• Adopting and annually reviewing the Staff Appraisal Policy including the criteria for pay progression. <p><u>Pay Policy</u></p> <p><u>Establishment of the policy</u> The Pay and Performance Committee is responsible for:</p>

- Establishing the Pay Policy, in consultation with the headteacher, staff and trade union representatives, and submitting it to the Governing Body for approval.

The Governing Body is responsible for:

- Formal approval of the policy;
- Monitoring and review of the policy

The Pay and Performance Committee is responsible for:

- Reviewing the policy annually, in consultation with the Headteacher, staff and trade union representatives; and submitting it to the Full Governing Body for approval.

The Governing Body is responsible for

- Considering an annual report, including statistical information, on decisions taken in accordance with the terms of the policy.

Application of the policy

The Headteacher is responsible for:

- Ensuring that pay recommendations for the Deputy Headteacher, classroom teachers and support staff are made and submitted to the Pay and Performance Committee in accordance with the terms of the policy;
- Advising the Pay and Performance Committee on its decisions; and
- Ensuring that staff are informed of the outcome of decisions of the Pay and Performance Committee and of the right of appeal.

The Pay and Performance Committee is responsible for:

- Taking decisions regarding the pay of the Deputy Headteacher, classroom teachers and support staff following consideration of the recommendations of pay reviewers and the advice of the Headteacher.
- Submitting reports of these decisions to the Governing Body.

The Appeals Committee of the Governing Body is responsible for:

Taking decisions on appeals against the decisions of the Pay and Performance Committee, in accordance with the terms of the appeals procedure in the policy.

Schedule of Business	Month	Committee Business	Committee to Submit to FGB
	October	Teachers Appraisal Pay Recommendations Pay Policy	
	November	Support staff Appraisal Headteacher's Appraisal	
	April	6 month review of Teaching staff Appraisal	
	May	6 month review of Headteacher's Appraisal 6 month review of Support staff Appraisal	
	June	Appraisal Policy Committee remit	Policies and remit

Policies	<p>The committee will be responsible for the following policies to ensure their timely review and approval:</p> <ul style="list-style-type: none"> • Staff Appraisal Policy • Pay Policy
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Approval	<p>Signed (Chair of Committee) _____</p> <p>Date _____</p>
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