

Terms of Reference for the Performance and Pay Committee of the Governing Body of Willand School

Membership:

Three governors who should not include: Richard Carswell
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- The headteacher (who will bring recommendations to the committee) Sarah Leach
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- Staff governors Darren White
.....

- Any other governors who work at the school

- Associate members

Quorum: 3

Chair of Committee: Sarah Leach
.....

Clerk of Committee: Angela Hills
.....

Agreed at meeting of full governing body 28th September 2017
Date of review* September 2018

*These terms of reference should be reviewed annually by the Governing Body and when there are any changes to the Governing Body's membership

Agreed Terms of Reference

- To review a Pay Policy for all members of staff, in line with Devon County HR advice and make recommendations to the full governing body. (A model is available, contact hrdirect@devon.gov.uk)
- To adopt and keep under review staff appraisal policies including the criteria for pay progression
- To ensure that the appropriate arrangements for linking appraisal to pay are in place, can be applied consistently and that pay decisions can be objectively justified
- To annually review the salaries of all staff
- 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
- 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
- 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
- To review the headteacher's salary annually, and to have regard to any recommendation from the governors who have conducted the headteacher's appraisal.
- To undertake salary reviews at any other time the governing body directs that there is a need to do so.
- To consider the salary appropriate for new posts within the school, in line with similar posts already in place.
- To inform the governing body of approved salary decisions, to ensure inclusion in the budget.