



TERMS OF REFERENCE

REMUNERATION COMMITTEE

1. General Terms

- To act on matters delegated by the Full Board of Trustees.
- To liaise and consult with other committees where necessary.
- To ensure compliance with the Academy Trust Handbook and relevant statutory guidance.
- To consider safeguarding and equalities implications when undertaking all committee functions.

2. Membership

- Membership shall be reviewed annually at the Autumn Term Full Board of Trustees meeting.
- The Chair of Trustees shall act as Chair of the committee.
- The committee shall consist of three trustees, including the Chair of Trustees, Chair of Curriculum & Personnel Committee and the Headteacher.

3. Quorum

- The quorum shall be three trustee members.

4. Meetings

- The committee shall meet at least once per academic year.
- Minutes shall be recorded and presented to the next Full Board meeting.

5. Remuneration Responsibilities

- To oversee the Appraisal Policy and its implementation.
- To oversee the Pay Policy and ensure it is applied fairly and consistently.
- To consider staff threshold applications and make recommendations.
- To ensure pay decisions are compliant with statutory and contractual obligations.