



Pay Committee Remit

Delegation of Function

The governing board shall establish a Pay Committee to review the LA model pay policy and draft a version for the school to be approved by the full board after having received and minuted a report upon consultation (including comments made and any changes made/not made as a result of these)

Following approval by FGB, the committee meet with the Headteacher to review their pay recommendations for all teachers.

Membership

The Pay Committee shall consist of at least three named members of the governing board, none of whom shall be school employees or Associate Members. Appeals will be heard by the Pay Appeals Committee; members cannot take part in both committees. Governing boards may agree to support another governing board with the appeals process, but this must be agreed and minuted at a full governing board meeting of each school.

The Headteacher may attend all proceedings of the Pay Committee for the purposes of providing information and advice but must withdraw when their own salary is being discussed.

Quorum

Three named Governors, none of whom shall be school employees or Associate Members.

Terms of Reference

- To establish a Pay Policy for all categories of teaching staff.
- To send the final draft Pay policy to the FGB for approval.
- To be responsible for the administration and review of the Pay Policy.
- To advise the governing board/Finance or Resources Committee on current and future pay levels.
- To ratify appropriate salary ranges and starting salaries for Lead Practitioners, and members of the leadership group;
- To ratify annual pay progress for teachers as set out in the Pay Policy by the date stated therein, taking account of any recommendations made on the Performance Management review statement, in accordance with the approved pay policy.
- To approve applications to be paid on the Upper Pay Range
- To approve annual pay progress for the headteacher by the date given in the Pay Policy, taking account of the recommendation made by the Headteacher's Performance Review Panel, following the annual review.
- To determine the application of national inflationary increases as required;



- To monitor and report to the full governing board on the annual pattern of performance pay progression at each level and the correlation between pay progression, quality of teaching and outcomes for pupils

Adopted by the governing board of St. Thomas' CE Primary School (HC) on 26th June 2024 (to be reviewed annually)