

Terms of Reference for the Performance and Pay Committee of the Governing Board of Dartington C of E Primary School

Membership: See Appendix for names of members, Chair and Clerk

Excluded from sitting on this Committee: The Headteacher (who will bring recommendations to the committee), Staff Governors, Any other Governors who work at the school, Associate Members.

Quorum: 3

Agreed at meeting of full governing board: 19th September 2018

Date of review: September 2019

These terms of reference should be reviewed annually by the Full Governing Board and when there are any changes to the Board 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 Board. (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 that 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 board 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 board of approved salary decisions, to ensure inclusion in the budget.