

Terms of Reference for the **PERFORMANCE AND PAY COMMITTEE** of the Governing Board of Bow Community Primary School

Membership:	Mel Bishop
<i>should not include:</i>	
• <i>The headteacher (who will bring recommendations)</i>	Kathryn Taylor
• <i>Staff governors</i>	Erin Blake
• <i>Any other governors who work at the school</i>	ANO Governor if one of the Members is unavailable
• <i>Associate members</i>	
Quorum:	3
Chair of Committee:	Erin Blake
Clerk of Committee:	Natalie Pitts-Chandler

Agreed at meeting of full governing board: 17 September 2024
Date of review: September 2025

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.