



Southbourne Junior School

Terms of reference - Pay Committee

Membership

The committee shall comprise of 3 governors elected by the full governing body in September.

Any paid employees of the school who are also governors are unable to be members of the pay committee.

The headteacher may attend in an advisory capacity but will withdraw when their own salary is being discussed.

Pay committee members will be excluded from any governor pay appeal committee.

Quorum

The quorum will be 3 governors.

Delegated powers and purpose of committee

- Pay recommendations will be received annually by the committee from the headteacher.
- The committee will determine salary progression for eligible teaching staff following recommendation from the headteacher.
- The committee will annually determine salary progression for the headteacher, where eligible, following recommendation by the headteacher performance management committee.