

SALT – Local Governing Pay Committees

Purpose: To review the outcomes and impact of the Pay Policy on an annual basis and to make decisions on staff pay following recommendations from the Principal (and Executive Principal where applicable) after the annual appraisal cycle has been completed.

Membership: Three governors. A chair will be appointed to the committee and a clerk will be appointed. The Principal (and Executive Principal where applicable) will be in attendance to advise the committee.

Staff Governors are ineligible to sit on the Pay Committee as are any Associate Members of the Local Governing Committee.

Quorum: Three governors.

Meetings: The committee will meet at least annually. Minutes of the committee meetings will be shared as appropriate.

Policies and compliance: The committee will review the SALT Pay Policy and SALT Teachers Performance Management, Professional Development and Capability Policy

Monitoring: The committee will be responsible for:

- Achieving the aims of the Trust-wide pay policy in a fair and equal manner
- Applying the criteria set by the Trust-wide pay policy in determining the pay of each member of staff at the annual review
- Ensuring a consistent approach to appraisal and benchmarking of proposed pay awards has been used
- Observing all statutory and contractual obligations for both teachers and support staff
- Receiving individual academy proposals and considering the recommendations made by the Principal (and Executive Principal where applicable) in order to determine the final pay award decisions for each academy;
- Minuting clearly the reasons for all decisions and reporting the fact of these decisions to the next meeting of the Local Governing Committee
- Keeping abreast of relevant developments and advising the Trust Board when the pay policy needs to be revised
- Working with the Principals in ensuring that the governing body complies with the Appraisal Regulations 2012 (teachers).

Approved by the Board of Trustees: 16 October 2019

Adopted by the [committee name]: [date]

Next review date: October 2020

