

### **Terms of Reference for Pay Panel**

1. To review the salaries of teachers as prescribed by the Whole School Pay Policy and notify them of the basis on which their salary has been determined.
2. To work with the Appointed Governors to determine the pay of the Head Teacher.
3. To make recommendations to Full Governing Body after annual salary reviews.
4. To study the Annual Performance Management Review of the Teaching Staff.

At least three Governors must be members of this Committee. No employee of the school apart from the Head Teacher may be a member. Three governors must be present to ensure quorum.

The Chair of the Panel will be appointed by the Panel itself.

Meetings will take place annually in the Autumn Term. Other special meetings can be held if required.

Minutes of the meeting can be deemed confidential at the discretion of the Panel

Reviewed: **25.09.15.**