

Sub Committee Remit: Pay Matters

Responsible to	Strategy and Resources Committee
Members (not less than 4 members of the full governing body)	J Hallsworth Y Amin E Underwood N Peck S Evans
Quorum (at least 3)	4 members, one of whom must be the Headteacher
Meeting Frequency	As Required
Committee Chair	Y Amin

The Strategy and Resources Committee, who have delegated authority for all functions of the Governing body delegates the following functions to this sub-committee.

- To draw up and review annually a governing body Pay Policy* with due regard to the current School Teachers' Pay and Conditions document and other appropriate guidance relating to Support Staff.
- To determine matters relating to the pay of all staff in the school.
- To ensure that, within budget constraints, the pay policy meets the needs of recruitment, retention and development of staff and contributes to the resourcing of School Development Plan priorities.
- To make recommendations to the Finance Committee.
- To take into account recommendations from the Performance Management governors when determining the salary of the Headteacher.
- To ensure that the Local Authority is consulted about grades or regrades of support staff posts to ensure compliance with equal pay legislation
- To act as a first appeals body as appropriate in relation to pay decisions, e.g. award of Upper Pay spine points

*A Local Authority model Pay Policy is reviewed annually and made available to governing bodies.

In relation to policies, the Governing Body of Hunter's Bar Junior School has delegated it's policies to this committee, the Headteacher or individuals as detailed in the Policy Review Schedule approved in March 2016.