

Athersley North Primary School Governing Body

Pay Committee

Terms of Reference

2021-2022 Academic Year

1. To determine the Pay Policy for the school;
2. To advise the Governing Body/Finance Committee on current and future pay level;
3. To ratify appropriate salary ranges and starting salaries for Lead Practitioners, and members of the leadership group;
4. To ratify annual pay progress for teachers (by 31 October at the latest) as set out in the Pay Policy, taking account of any recommendations made on the Performance Management review statement, in accordance with the approved pay policy.
5. To approve applications to be paid on the Upper Pay Range
6. To approve annual pay progress for the Head teacher (by 31 December at the latest), taking account of the recommendation made by the Head teacher's Performance Review Panel, following the annual review.
7. To receive a report annually from the Head teacher following her review of the performance of the members of the Senior Leadership Team, and in the light of that report to make decisions about the pay of those members
8. To ratify annual pay progress for teachers (by 31 October at the latest) as set out in the Pay Policy, taking account of any recommendations made on the Performance Management review statement, in accordance with the approved pay policy.
9. To award additional Teaching and Learning Responsibility payments for specific responsibilities or duties undertaken by teachers
10. To consider the award of, or on the expiry of, fixed term Teaching and Learning Responsibility payments
11. To determine the application of national inflationary increases as required;
12. To monitor and report to the full Governing Body on the annual pattern of performance pay progression at each level and the correlation between pay progression, quality of teaching and outcomes for pupils.
13. To report to the full governing body the decisions made by the Pay Committee at each of its meetings