

**KENNINGTONS PRIMARY ACADEMY GOVERNING BODY  
STAFF PAY COMMITTEE TERMS OF REFERENCE 2018/19**

Membership

Roger White  
Jo Sawtell-Haynes  
Shayo Anjonrin-Ohu  
Brooke Houghton

Observer

Jayne Shea

The Staff Pay Committee shall consist of at least three named members of the Governing Body, none of whom shall be Associate Members.

Delegation of Function

The Governing Body shall establish a Pay Committee to set the Pay Policy for the school and to implement the approved Pay Policy in respect of the pay for all staff excluding the Headteacher.

Quorum

The quorum of the Committee will be 3 members.

Terms of Reference

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 members of the leadership group;
4. To ratify annual pay progression for teachers (by 31 October at the latest) and support staff 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 determine the application of national inflationary increases as required;
7. 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.