



Light Hall School

The best from everyone, all of the time.



Terms of Reference – Pay Committee

Terms of Reference – Pay Committee 2025/26

MEMBERSHIP

- The Pay Committee shall consist of not less than 3 and the Headteacher.
- The committee may appoint such co-opted, non-voting members as agreed by the Trust Board. These members will serve in an advisory capacity and may include staff nominated by the headteacher following consultation with the committee. The committee members must not include any staff Trustees.
- Other members of the Trust Board may attend meetings of the committee and may contribute to discussions on matters under consideration.
- Only full members of the committee, as approved by the Trust Board, shall have the right to vote on any resolution placed before the committee. Where there is an equality of votes for and against a particular resolution the matter will be referred back to the next full meeting of the Trust Board.

QUORUM

- The quorum shall be not less than 3 Trustees on the Committee and must not include the Chair of Trustees and/or Vice Chair, due to our appeals procedure.

MEETINGS

- The Committee shall meet at least once a year following receipt of pay recommendations from the Headteacher.
- The Full Trust Board retain responsibility for endorsing any proposed changes to the school's pay policy. Any proposed changes should be discussed with and communicated to the staff in writing by the Headteacher, to allow for consultation prior to a decision being taken by the Trust Board.
- The chair of the committee shall be elected annually at the first meeting of the Autumn term.
- The agenda for the meeting shall be distributed at least seven days before the meeting.
- The Headteacher will withdraw during consideration of her pay.

TERMS OF REFERENCE

The Pay Committee will have delegated powers from the Trust Board to:

- Undertake the annual salary review and determine the individual salary of all staff by considering and ratifying the Headteacher's recommendations for the pay of all staff, ensuring the performance management policy and pay policy has been consistently and robustly applied.

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- Decide the school's approach towards the exercising of pay discretions.
- Comply with all statutory and contractual obligations.
- Keep the school's pay policy up-to-date and under review.
- Ensure that pay decisions of each member of staff in the school are communicated to them in writing.
- Recommend to the Trust Board and keep under review a policy and procedures for performance management in school.
- Approve the appraisals and pay recommendations for the Leadership Team.
- Report to the Trust Board all decisions taken within the powers delegated to the Committee.
- Review and recommend appropriate training and development activities in respect of the above.