

ROYAL ALEXANDRA AND ALBERT SCHOOL
REMUNERATION COMMITTEE
TERMS OF REFERENCE

The committee is to:

1. Monitor the performance objectives of the Headteacher set by the Chair of Governors
2. Annually review the Headteacher's performance and determine an appropriate level of remuneration (including any merit payments)
3. Monitor the performance objectives set by the Chair of the Foundation Board for the Foundation Secretary
4. Annually review the recommendations of the Chair of the Foundation Board and determine the remuneration of the Foundation Secretary
5. Monitor the performance objectives set by the Headteacher for staff on the senior leadership spine who report directly to the Headteacher, and for Director of Marketing, Admissions & Development and Director of Resources & Operations
6. Annually review the recommendations of the Headteacher and determine the remuneration of staff on the senior leadership spine who report directly to the Headteacher, and the Director of Marketing, Admissions & Development and Director of Resources & Development
7. Ensure the annual review of remuneration is within the budgetary limits set, respectively, by the School's Finance and Resources Working Group and the Foundation's Finance and General purposes Committee

Membership (4): Chairs of the Governing Body, Foundation Board, Staff Matters Committee (who acts as Chair) and one other Governor

In Attendance: The Headteacher as required; the Foundation Secretary as required

Quorum: Three. The Chair of the Foundation Board must be present for any consideration of the Foundation Secretary's remuneration

Frequency: As required

Consulting with: Staff Matters Committee as appropriate

December 2023