



TERMS OF REFERENCE FOR THE PERFORMANCE AND REMUNERATION COMMITTEE

Approval Date	July 2022
Policy Owner	Dean Ashton (CEO)
Adopted by Trust Board	July 2022
Review Date	As required

The Committee shall establish a Performance and Remuneration Sub-Committee (the **Sub- Committee**), which shall comprise no more than five and fewer than three members of whom a majority will be Trustees.

These terms of reference shall apply to the Sub-Committee save that its duties are as follows:

- to consider, determine and keep under review a framework or policy for the remuneration, benefits and incentives of the Chief Executive Officer and such other members of the Executive Team as the Trust Board shall from time to time direct
- in determining that framework or policy, seeking evidence of the remuneration, benefits and incentives paid to senior executives in comparable employment within the commercial and voluntary sectors
- to consider the outcome of every appraisal of the performance of the Chief Executive Officer and such other senior executives as the Trust Board shall from time to time direct
- to make recommendations to the Trust Board as to the remuneration, benefit and incentives that should be paid to the Chief Executive Officer and such other senior executives as the Trust Board shall from time to time direct with a view to ensuring that they are encouraged to enhance their performance and are, in a fair and responsible manner, rewarded for their individual contributions to the success of the Academy Trust and its progress towards fulfilling its objectives
- to make recommendations to the Trust Board as to the remuneration, benefits and incentives of newly appointed senior executives
- to determine the policy for and scope of pension arrangements, service agreements for senior executives, termination payments and compensation commitments
- where relevant in respect of the above, ensuring that that the Trust:
 - takes into account and complies with the requirements of the Academy Trust Handbook in respect of 'executive pay' to ensure that all decisions follow a robust evidence-based process; and
 - follows a robust evidence-based process so that decisions about remuneration, benefits and incentives are a reasonable and defensible reflection of the individual's role and responsibilities
- to consider other topics, as defined by the Trust Board from time to time
- to review, on a regular basis, its own performance, constitution and terms of reference to ensure it is operating at maximum effectiveness