

Board of Trustees

Remuneration Committee: Constitution and Terms of Reference 2023

1. **Constitution**
 The Board of Trustees of the Link Academy Trust has established the Remuneration Committee. The Constitution and Terms of Reference should be reviewed annually; any amendments must be approved by the Board of Trustees.
2. **Membership**
 The Board of Trustees will appoint a Trustee to chair the Remuneration Committee. Membership will include a minimum of three Trustees; the Chief Executive Officer will be a member except for those items which relate to their own employment and conditions of service. The quorum shall be a minimum of two non-Executive Trustees.
3. **Attendance at Meetings**
 Officers may be invited to attend according to the agenda and business to be discussed.
4. **Frequency of Meetings**
 The Remuneration Committee will normally meet four times per academic year.
5. **Authority**
 The Committee is authorised to approve expenditure within the levels agreed by the Board of Trustees, in accordance with the Link Academy Trust's Scheme of Delegation, Financial Handbook, funding bodies' and other legal requirements.
6. **Duties**
 - 6.1 The Remuneration Committee is responsible for overseeing the preparation of the Staffing Needs Analysis for the ensuing year and, where supported by the Trust's approved Business Plan, ensure that the Finance and General Purposes Committee has accurate figures for inclusion in the budget prior to its approval and for the outline financial forecasts for the following two years, based on anticipated pupil numbers and an agreed contingency. The Committee will approve the middle management structure and make recommendations to the Board on the senior management structure.
 - 6.2 The Remuneration Committee will take responsibility for reviewing all HR policies, procedures and contracts which affect all Trust staff, including recruitment, appointment, grievance, discipline, equality of opportunity, promotion, training and career development
 - 6.3 The Remuneration Committee will review documentation for teaching staff and the Senior Leadership Team following the annual appraisals in order to moderate objectives and targets in accordance with the Trust's strategic and improvement plans. Where appropriate, the Committee will review recommendations for salary increments or enhancement to a higher pay scale and approve these, subject to satisfactory evidence.
 - 6.4 The Remuneration Committee will be responsible for conducting Formal Capability Hearings in line with the Trust's Capability Policy.
 - 6.5 The Remuneration Committee will be responsible for appointing a panel each year to undertake the appraisal of the Chief Executive Officer and will approve the arrangements for the appraisal of the Deputy Chief Executive Officer and Governance Professional/Clerk to the

Trustees and, where relevant, propose targets and any salary changes to the Board of Trustees for approval.

7. **Communication and Reporting Procedures** Minutes of the Committee will be circulated to the Board. Confidential and personal details will be reserved for Part II minutes. The Committee will make recommendations relating to the Chief Executive to the non-Executive Trustees for approval.

8. **Clerking Arrangements**

The Trust Governance Professional will be the Clerk of the Committee.

Reviewed by Remuneration Committee: 4 October 2023

Board of Trustees: Approved 16th October 2023