

# **REMUNERATION COMMITTEE**

## **TERMS OF REFERENCE – APPROVED BY THE BOARD 11 December 2023**

### **1. PURPOSE**

To advise the Governing Body on all matters relating to the employment of designated 'senior post-holders' and the Director of Governance and Company Secretary. The senior post-holders are currently the Principal and CEO and the Chief Finance Officer.

### **2. RESPONSIBILITIES**

- a) To establish and keep under review a policy framework for the employment of senior post-holders, including relevant remuneration, disciplinary, capability and grievance policies and procedures, within the overall framework for pay and conditions of staff approved by the Governing Body
- b) To receive and consider reports from the governors appointed to review the performance of the Principal and the Director of Governance on the performance of those officers
- c) To receive and consider reports from the Principal on the performance of the CFO.
- d) To recommend to the Board such changes in the pay and conditions of employment of the senior post-holders and Director of Governance, or any of them, as the Committee considers appropriate

**5. ACCESS TO INFORMATION AND ATTENDANCE AT MEETINGS**

a)