

**Minutes of the meeting of the South Bank Academies Remuneration
Committee
held at 3.30 pm on Thursday, 5 December 2019
South Bank Engineering UTC, 56 Brixton Hill SW2 1QS**

Present

Richard Flatman (Chair)
Hilary McCallion
Lesley Morrison
David Phoenix
Hitesh Tailor

In attendance

Michael Broadway
Alexander Enibe
Fiona Morey

1. Welcome and apologies

The Chair welcomed members to the meeting, including Hilary McCallion, Hitesh Tailor (Chair of the Board) and Fiona Morey (SBA CEO), to their first meeting.

2. Declarations of interest

No member declared an interest in any item on the agenda.

3. Minutes of previous meeting

The committee approved the minutes of the meeting held on 14 December 2018.

4. School Principal's year end appraisal outcomes and remuneration recommendation

The committee noted an update from the CEO on the Principal's year end appraisal outcomes.

The committee noted that the UAE and UTC Principals are on the main pay scale and had received the 2.75% pay award for all staff.

The committee requested the CEO to bring the Principals' pay, appraisal outcomes and objectives to its meeting in March 2020.

5. Business Manager's remuneration and objectives 2019/20

The committee noted an update from the CEO on the newly appointed Business Manager's remuneration and objectives 2019/20.

The committee requested the CEO to bring the Business Manager's remuneration and objectives 2019/20 to its meeting in March 2020.

6. Executive Principal and Principals' Appraisal - performance and objectives 2019/20

The committee reviewed the report on Dan Cundy's performance report for 2018/19 following appraisal by the former CEO.

The committee noted that during the year Mr Cundy was promoted from the role of Principal of the UTC to Executive Principal (EP).

After detailed discussion, the committee agreed that although Ofsted graded the UTC as "requires improvement", Mr Cundy has performed well in his role as EP. The committee agreed that the EP partially fulfilled his objectives of 2018/19.

Based on this performance, the committee agreed to award the EP a 1.5% one-off non-consolidated bonus.

The committee approved the recommended 2.75% increase in annual salary for 2019/20. This increase is in line with the national pay award agreed for other staff.

The committee requested the parameters of the bonus scheme to its next meeting on 26 March 2020.

The committee requested the CEO circulate the salary of the EP and benchmark data to the committee.

The committee noted the EP's targets for 2019/20, which were in line with the Principal's objectives. The priority for the year is improving the quality of education and student achievement.

The committee requested the CEO to update the targets based on discussions at the meeting.

The committee noted the targets for the CEO.

7. Committee Terms of reference - to note

The committee noted its terms of reference.

The committee agreed to have additional remuneration committee meeting in March 2020.

The committee requested the CEO to provide reports on staff pay policy and staff engagement at the SBA Board meeting on 26 March 2020.

Date of next meeting
3.30 pm, on Tuesday, 15 December 2020

Confirmed as a true record

..... (Chair)