

**Minutes of the meeting of the South Bank Academies Remuneration
Committee
held at 3.00 pm on Tuesday, 15 December 2020
MS Teams - MS Teams**

Present

Hilary McCallion (Chair)
David Phoenix
Lesley Morrison

In attendance

Fiona Morey
Michael Broadway
Ciara Carroll
Jacqui Collins

1. Welcome and apologies

The Chair welcomed the committee members to the meeting and confirmed that the meeting was quorate.

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 30 September 2020.

4. Matters arising

Actions

The assurance report on the pay process is on the agenda.

At the previous meeting, the committee requested data on the impact of the new pay policy, including equality impact assessments. The HRM explained that, due to the demands on the HR service since the start of the school year, it had not been possible to complete a meaningful piece of work and it was agreed that this report should be completed and circulated to the committee members in February 2021 for review and comment.

The performance related pay scheme will be presented to the committee by the end of the school year.

Objectives for the Executive Principal are on the agenda.

5. **Assurances on pay review process under new pay policy**

Appraisal process

The committee discussed the appraisal process in the Trust and noted that the process was measurably different between each school and the Trust. The committee agreed that, as one legal entity, the Trust should move towards one single system of appraisal, differentiated by the type and weight of targets set.

The Trust will harmonise its appraisal process for the academic year 2021-22 and will then move towards the Group process in 2022-23.

Pay review panels

The HRM reported that the new process had run smoothly overall. The CEO stated that this had been a rigorous and helpful process and noted that the School Improvement Partner (SIP) who supported the panel was effusive in her praise and expressed her opinion that the Trust had performed well during the coronavirus pandemic.

The committee agreed that they would support the recommendations this year and agreed that the process was thorough and fair. The committee noted that management costs are high, and that the management structure of the schools differs from other MATs which tend to have an Executive Principal and Heads of School, who are paid at a lower level.

The committee noted that the focus for 2021 needed to be preparing for the OFSTED inspections but that further work will need to be done on the management cost and structure of the Trust going forward. This work is closely linked with the targets set for 2020-21 for both the Principals and the Executive Principal.

The committee wished to record their appreciation for the work of the senior leadership in the Trust and their particular efforts in relation to the coronavirus pandemic and introduction of the new health stream at UTC. Their work within the LSBU group, especially that of the Executive Principal, has been excellent and very well received.

The committee was assured that the decision-making process was robust and fair.

6. **Objectives for Executive Principal for 2020-21**

The EP's objectives were discussed as part of the previous item.

**Date of next meeting
To be agreed**

Confirmed as a true record

..... (Chair)