

**South Bank Academies Remuneration Committee
held on Friday, 14 December 2018
held by email**

1. Declarations of interest

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

2. Minutes of previous meeting

The committee approved the minutes of the meeting held on 14 September 2017, subject to minor amendment to secretary's note.

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

The committee reviewed the year end appraisals and remuneration recommendation for Dan Cundy, Principal of the UTC and John Taylor, Principal of the Academy.

The committee requested the inclusion of benchmark data in future.

The committee requested an update on the proposed package for the new Executive Principal and the implications for the UTC management structure.

The committee noted that Dan Cundy assumed the new role of Executive Principal for the Trust whilst continuing as the substantive Principal for the UTC for academic year 2018/19 only.

The committee approved the remuneration recommendations for the two Principals.

4. Principals' Appraisal - performance and objectives for 2018/19

The committee reviewed the Principals' appraisal – performance and objectives for 2018/19.

The committee noted that the objective in the Academy of a P8 score of 0 was below the local average of 0.29. The committee requested that this is reviewed.

The committee approved the two Principals' objectives for 2018/19, subject to review of the P8 score in the Academy.

5. CEO's Objectives 2018/19

The committee discussed the CEO's objectives 2018/19.

The committee approved the CEO's objectives 2018/19, subject to adding the following:

- To enhance MAT effectiveness of operation by development of Trust management structure;
- Effective implementation of the Scheme of Delegation (SOD); and
- Development of the governance agreement.

Circulated to:

Douglas Denham St Pinnock
David Phoenix
Lesley Morrison

Signed on behalf of the South Bank Academies Remuneration Committee

..... (Chair)