

**Minutes of the meeting of the South Bank Academies Remuneration  
Committee  
held at 2.00 pm on Wednesday, 30 September 2020  
MS Teams**

**Present**

Hilary McCallion (Chair)  
David Phoenix  
Lesley Morrison

**In attendance**

Michael Broadway  
Ciara Carroll

**1. Welcome and apologies**

The Chair welcomed the Committee Members to the meeting and confirmed that the meeting was quorate.

The purpose of the meeting was to agree principles for the senior pay in SBA.

**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 23 July 2020, subject to a slight amendment on page 3.

**4. Matters arising**

Actions

An update on objectives and performance of senior Trust staff is on the agenda for this meeting.

The senior management bonus scheme is also on the agenda for this meeting.

An item has been added to the committee's annual work planner for the December agenda to receive assurances around the new pay process and its completion. In addition, the committee requested data on the impact of the new pay policy at its next meeting, including the financial impact and equality impact assessments. The committee was assured that the work done to align

the pay scales was significant and included the full review of job descriptions to ensure that pay is in line with responsibilities.

### Matters arising

The committee discussed the information that the Board would need to make informed decisions regarding pay awards as part of the budget setting process, in the future, including:

- the context and impact of the proposed pay increases; and
- the nature of the workforce.

#### **5. Approach to senior pay**

The committee discussed potential approaches to senior pay including cost of living pay award, pay progression and performance bonus.

The committee noted that a cost of living pay award of 3% had been budgeted for 2020/21. The national cost of living pay award recommended by the government is within the budget at 2.75%. An update on the cost of living pay award for staff had been included in the CEO report for the SBA Board meeting. The committee supported the implementation of the 2.75% pay award in SBA.

The committee discussed differentiation of reward between the teaching staff and the senior leaders within the Trust and whether senior leaders should receive the cost of living pay award as set out in the Pay Policy. The committee requested that for future years the cost of living pay award is not applied automatically to senior leaders.

The committee discussed performance-based progression and a bonus scheme for senior leaders. The committee noted the senior leaders will not receive an increment this year due to the implementation of the new Pay Policy. The committee requested the Director of HR to establish a performance related pay scheme for senior leaders for future years.

The committee noted the Executive Principal is eligible for a bonus of up to 5% of salary, dependent on performance. The committee noted that the performance management process this year is complicated by the pandemic, particularly as achievement was based on centre-assessed grades rather than examination results.

Objectives for the Executive Principal for 2020/21 would be noted at the Remuneration Committee meeting of 15 December 2020. The committee suggested including driving ongoing achievement, improving Ofsted rating, developing an effective MAT leadership structure for education, developing the academic vision of SBA, and further development in the role of Executive Principal.

**Date of next meeting**  
**2.00 pm, on Tuesday, 15 December 2020**

**Confirmed as a true record**

..... (Chair)