**Terms of Reference for the Remuneration Committee**

**Introduction**

Tudor Park Multi Academy Trust is governed by a Board of Directors who are accountable to the Department for Education and have overall responsibility and ultimate decision making authority for all the work of the Trust, including the establishing and running of the academies operated by the Trust.

The following academies are currently operated by the Trust:

Springwest Academy;

Logic Studio School;

In order to assist with the discharge of their responsibilities, the Directors have established a Remuneration Committee.This committee is established pursuant to Articles 100 to 104 (inclusive) of the Articles of Association of the Trust**.**

The functions and proceedings of the Remuneration Committee shall be subject to these terms of reference, being the regulations made by the Directors in accordance with article 104 of the Articles.

The Directors may review these terms of reference at any time but shall review them at least annually.

These terms of reference may only be amended by the Board of Directors.

**Constitution of the Remuneration Committee**

The Remuneration Committee will constitute three Directors, one of whom is the Chair of the Board. During the performance management of the CEO the Remuneration Committee will also include an external person, as detailed in the proceedings.

**Proceedings of the Remuneration Committee**

The Remuneration Committee is established to ensure that remuneration arrangements support the strategic aims of the Trust, while also complying with the requirements of regulation. The quorum for the committee shall be two. The Board of Directors shall appoint the Chair of the committee. The committee can sit at any time, although it has two primary functions:

**Pay Policy**

The committee shall sit annually in October to formally agree the TPET Pay Policy. The committee will also endorse the Teachers Pay Review recommended by each AC. The Committee will brief the Board of Directors on the Teachers Pay Review.

**Performance Management**

The committee shall sit annually at the end of the calendar year to review the performance management of the CEO and TPET staff. The committee will include an external person agreed by the Board of Directors.

**Delegated Powers**

The powers delegated to the Remuneration Committee are detailed in the Scheme of Delegation which is agreed by the Board of Directors.