

New College Durham Academies Trust (“the Trust”)

Terms of Reference of the Remuneration Committee

1. To advise the Trust board on the remuneration and conditions of service of the Executive Principal, Principal, Academic Directors, Corporate Service Directors, Company Secretary and such other designated senior leaders as the Trust board deem appropriate.
2. In determining recommendations to the Trust board on the remuneration and conditions of service of designated senior post holders, the committee will consider both national benchmarking information on pay and conditions for institutions of a similar size or style to the Academies and information on similar positions within the region.
3. Subject to express delegated authority from the Trust board, the committee may determine salary progression for designated senior leaders utilising a salary progression methodology approved by the Trust board, and may authorise the implementation of any such determination. Such action shall be reported to the Trust board at its next meeting.

Composition: a minimum of 3 Directors

Quorum: 2

Meetings frequency: a minimum of once a year.

HR adviser: HR Manager from New College Durham

Clerking: Company Secretary

Last reviewed and approved by the Board 27 June 2019