



Astrea Academy Trust
INSPIRING BEYOND MEASURE

Terms of Reference

Remuneration Committee

2019/20

Date	September 2019
Written by	Head of Governance and Legal
Adopted by Trustees	July 2019
Review Date	July 2020, then annually upon publication of the Academies Financial Handbook

Remit and Responsibilities of the Remuneration Committee

Membership and Meetings

1. A minimum of three Trustees will constitute the Committee. Per Article 101 of the Trust's Articles of Association, additional members of the committee who are not Trustees may be appointed, but a majority of members must be Trustees.
2. No employee of the Trust shall be a member of the committee.
3. The Chair of the committee, being someone other than the Chair of Trustees, will be elected annually from among the membership of the committee.

Responsibilities

Senior Employee Remuneration

4. To consider, determine and keep under review a framework or policy for the remuneration, benefits and incentives of the Chief Executive Officer and such other members of the Executive Team as the Trust Board shall from time to time direct.
5. To seek evidence of the remuneration, benefits and incentives paid to senior executives in comparable employment within the commercial and voluntary sectors
6. To consider the outcome of every appraisal of the performance of the Chief Executive Officer and such other senior executives as the Board shall from time to time direct.
7. To make recommendations to the Trust Board as to the remuneration, benefit and incentives that should be paid to the Chief Executive Officer and such other senior executives as the Trust Board shall from time to time direct with a view to ensuring that they are encouraged to enhance their performance and are, in a fair and responsible manner, rewarded for their individual contributions to the success of the Academy Trust and its progress towards fulfilling its objectives.
8. To make recommendations to the Trust Board as to the remuneration, benefits and incentives of newly appointed senior executives.
9. To determine the policy for and scope of pension arrangements, service agreements for senior executives, termination payments and compensation commitments.

General

10. To deal with any other matters relating to pay, appraisal and employment as may be referred by the Board.
11. To review, on a regular basis, its own performance, constitution and terms of reference to ensure it is operating at maximum effectiveness.