



## Delegation of Performance Related Pay Decisions

<i>Staff</i>	<i>Recommendation</i>	<i>Decision Maker</i>	<i>Appeal</i>
CEO	Chair of Trust Board plus external HR advisor	Panel of 3 Board or more Trustees	Panel with the same number of Trustees as convened for the original decision
Head Teacher Scale	CEO	Panel of 3 Board or more Trustees	Panel with the same number of Trustees as convened for the original decision
Leadership Pay Scale Teachers	Head Teacher	Panel of 3 Local Governing Body	Panel of 3 Local Governing Body
Movement through Upper Pay Range	Head Teacher	Panel of 3 Local Governing Body	Panel of 3 Local Governing Body
Progression to Upper Pay Range	Head Teacher / Head of School	Panel of 3 Local Governing Body	Panel of 3 Local Governing Body
Main Pay Scale Teachers	Head Teacher / Head of School	Panel of 3 Local Governing Body	Panel of 3 Local Governing Body

## Performance Management

<i>Staff</i>	<i>Reviewer</i>
CEO	Chair of Board of Trustees with External Adviser
Head Teacher, Head of School	CEO
Deputy Head Teacher, Assistant Head Teacher, Leadership Pay Scale	Head Teacher or CEO
All other Teaching posts	In accordance with the list of agreed reviewers approved by the CEO
Chief Finance Officer	CEO

