

DOCUMENT HISTORY / EQUALITY IMPACT ASSESSMENT FORM

TITLE	REMUNERATION POLICY				
REF	BK3/1/				
CREATED	February 2021				
TYPE	Policy / New*				
BOOK	3				
SECTION	1				
PERSON RESPONSIBLE FOR POLICY			Trustees		
REVIEWED BY	DATE REVIEWED	NEXT REVIEW	CHANGES		If YES record new version no.
			Yes	NO	
Trustees	4 th March 2021	February 2023			
This P&P has an impact on:		Impact		Equality Impact Assessment form completed Yes / No	
		Yes	No		
Age				If No comment:	
Disability					
Ethnicity					
Gender					
Religion or belief					
Sex orientation					
Socio-economic					

QUALITY IMPACT ASSESSMENT FORM

What is the main purpose or aims of the policy?

Who will be the beneficiaries of this policy?

Has the policy been explained to those it might affect directly or indirectly?

Have you consulted on this policy?

What are the expected outcomes of this policy?

Equality Target Group	a) Positive Impact		b) Negative Impact		Reason/Comment
	High	Low	High	Low	
Age					
Disability					
Ethnicity					
Gender					
Religion/Belief					
Sex Orientation					
Socio Economic					



PROCEDURAL MANUAL

POLICY REF: **BK3/1/**
POLICY STATEMENT: **REMUNERATION POLICY**

1.0 INTRODUCTION

- 1.1 From April 1st 2020, Nugent Care, the charity (working under the branded name of 'Nugent') are governed by Nugent Care 2019 Ltd who are Nugent's Trustees.
- 1.2 Trustees have a duty to use their skills, knowledge and experience to guide the Charity in pursuance of its objectives, as contained in the Charitable Trust Deed and Nugent Care 2019 Memorandum and Articles of Association.
- 1.3 Nugent has an existing salary scale for main grade staff, teaching staff, senior leaders, executives and the CEO.
- 1.4 Trustees approved an indicative cost of living rise each year as part of the annual budget approval process. Rises are then negotiated with the recognised union, which may or may not be in line with budgeted amount.

2.0 Specific Duties and Responsibilities

Remuneration

- 2.1 Trustees approved an indicative cost of living rise each year as part of the annual budget approval process. Rises are then negotiated with the recognised union, which may or may not be in line with budgeted amount.
- 2.2 The CEO has delegated authority to approve negotiations with the recognised union provided that the amount does not exceed the amount budgeted for. Any amount higher than the budgeted amount, must be approved by Trustees.
- 2.3 Roles that are not part of the union recognition agreement, such as ELT, SLT and teaching roles are traditionally afforded the amount that has been agreed with the recognised union or Trustees.
- 2.4 Each role has a salary band within which remuneration is given until the top of the band is achieved.
- 2.5 Changes outside of yearly increments must be approved by the grandparent manager or the Head of, whichever is more senior.
- 2.6 The Trustees have a Nominations and Remuneration Committee with Terms of reference and will act within those terms of reference with the best interests of the charity in mind and in accordance with current best practice, the remuneration element of the committee has:
 - a. Delegated authority to recommend to the Board, the remuneration and conditions for the Chief Executive and would, in the event of a vacancy, oversee arrangements for the appointment of a CEO, making recommendations to the board.

- b. Delegated authority to determine the remuneration and conditions for the Executive Leadership Team.
- c. Delegated authority to recommend to the board, a remuneration policy for the organisation that supports the objects, vision, mission and strategic priorities of the charity.

3.0 **Document History**

Policies are reviewed at least every two years.

This document was created ***Feb 2021.***