

# All Saints' Catholic High School

## Trustees' report for the Year Ended 31 August 2022 (continued)

### **Arrangements for setting pay and remuneration of key management personnel**

Pay and remuneration for key management personnel is set in line with the Academy's Pay Policy which is reviewed and agreed by Trustees on an annual basis.

The Headteacher will recommend the starting salary and pay progression decisions, for posts on the Leadership and TLR Pay Ranges. Such decisions will be determined by the Governing Body Pay Committee.

The headteacher is paid within a seven point Individual Salary Range (ISR) within the appropriate Group Size Range in the Leadership Pay Range. Any payment to the Headteacher greater than the maximum point for the school's Group Size will only be done in accordance with the School Teachers Pay and Conditions Document.

Each member of key management personnel is subject to ongoing appraisal which is a developmental and supportive process designed to ensure that each individual has the skills and support he/she needs to carry out his/her role and that he/she continues to improve his/her professional practice throughout his/her career.

Appraisers are responsible for the performance management process, in accordance with the Appraisal Policy. Appraisal objectives are moderated across the school to ensure consistency and fairness in pay decisions. The Appraisal Review Statement will include a pay recommendation which will be proposed to the Governors' Pay Committee by:

- The Headteacher for members of the Senior Leadership Team
- The Headteacher's Appraisal Review Panel of Governors for the Headteacher

### **Trade union facility time**

#### **Relevant union officials**

Number of employees who were relevant union officials during the relevant period	Full-time equivalent employee number
1	192

#### **Percentage of time spent on facility time**

Percentage of time	Number of employees
1%-50%	1

#### **Percentage of pay bill spent on facility time**

	2022
Provide the total cost of facility time	3,327
Provide the total pay bill	7,111,651

#### **Paid trade union activities**

	2022
Time spent on paid trade union activities as a percentage of total paid facility time hours calculated as: ( total hours spent on paid trade union activities by relevant union officials during the relevant period ÷ total paid facility time hours ) x 100	100