

16.0 Chief Executive Officer (CEO)

16.1 The Board of Directors will firstly select a pay range for the CEO, (perhaps based on advice from the DfE or Regional Commissioner??)

16.2 When determining the pay range, the Board of Directors will take into account the number of schools in the MAT, each school's size, circumstances and other responsibilities of the post and will take account of any difficulties there may be in recruiting or retaining a CEO.

16.3 Commencing salary will be determined by the (either "Board of Directors" or "Audit and Finance Committee" ??), with due regard to market pressures and the job description of the CEO.

16.4 The Audit and Finance Committee will seek to ("determine" or "agree"??) performance objectives annually with the CEO by the end of April, (not December), each year, relating where appropriate to trust leadership and management. An external adviser may be used as part of this process.

16.5 Setting and review of performance objectives will normally be carried out by the Audit and Finance Committee, comprising of at least the Chair of the Audit and Finance Committee and two other Directors before the end of each year.

16.6 The performance of the CEO will be reviewed annually no later than the end of March by the Audit and Finance Committee.

16.6 Future progression within the pay range will be based on (insert "annual") review of the performance of the CEO against ("pre-determined" or "pre-agreed"??) performance objectives and will usually be one point ("annually" delete "at each pay determination" ??) or 2 points where exceptional performance is judged by the Audit and Finance Committee to have been achieved.