

REMUNERATION OF SENIOR POST HOLDERS: ANNUAL STATEMENT 2020/21

The Governing Body adopted The Colleges' Senior Post Holder Remuneration Code (AoC) in March 2019. 'This Remuneration Code aligns with and is equivalent to the Committee of University Chairs (CUC) Remuneration Code. This supports colleges in meeting the requirements for registration with OfS, ESFA reporting requirements and ensuring efficient and consistent practice across educational sectors.' (AoC Guidance, p.3)

In compliance with this Code, the following annual statement is published in the governance section of the College website. It is based on the Remuneration Committee's Annual Report to the Governing Body.

- a) The Senior Post Holders within the remit of the Remuneration Committee are as follows:
- i. Principal & CEO
 - ii. Clerk/Head of Governance
 - iii. Deputy CEO & Vice Principal, Quality & Curriculum
 - iv. Vice Principal, People & Resources
 - v. Director of Finance & Funding (new SPH from January 2022)

b) The Governing Body's Policy on the remuneration of its Senior Post Holders (SPH) is laid out in its Senior Post Holders' Remuneration Framework. This Framework has been devised with regard to the principles of the AoC Code, so that the College has:

- i. a fair and competitive salary offer to attract and retain high performing staff;
- ii. a framework for SPH remuneration that is affordable and
- iii. decision-making processes for SPH remuneration that are fair, transparent and accountable.

c) The Governing Body does not have a policy on income derived from external activities as no such activity currently takes place at the College. The College has an exclusivity of service clause in its SPH employment contract, which requires an SPH to obtain express permission for additional external work (whether or not it is remunerated).

d) The pay multiple of the Principal & CEO and the median earnings (actual rather than FTE) of the institution's whole workforce is as follows:

2017/18	2018/19	2019/2020 (new Principal & CEO in post)	2020/2021	2021/22
6.3	6.4	5.4	6.8	6.8

The reason for the increase in pay multiple from 5.4 to 6.8 can mainly be attributed to the blend of staff. This is dependent on re-structuring, number of apprentices, part-time staff, etc.

e) The Governing Body has regard to the latest benchmarking data published in the Association of College's Senior Pay Survey when setting salaries/making pay awards – it focuses on regional and national data with a turnover of £30m - £40m. The College's provision is both complex and diverse with an educational range from Key Stage 4 through to Foundation Degrees. Its turnover in 2020/21 was just under £31 million.

f) There have been two significant changes to the policies and procedures of the Remuneration Committee in the past year. Firstly, the Director of Finance & Funding has become a SPH which means the remuneration of this postholder now comes within the remit of this Committee. Secondly, the SPH Remuneration Framework has been amended to extend the principle of a retention pay award to the first four years in post (this principle had previously only applied *after*

four years in post). The extension of this principle to newly appointed SPHs is to ensure salaries are appropriately benchmarked to the AoC Senior Pay data. In particular, it permits the Governing Body to provide enhanced pay awards to those originally appointed at the lower end of the AoC salary benchmark. This amendment was considered necessary to reflect the challenges of recruitment and retention in an increasingly competitive marketplace created by the Covid-19 pandemic.

g) The Chair of the Governing Body, Committee Chairs and the Vice Chair of the People & Resources Committee make up the membership of this Committee and it is chaired by the Vice Chair of the Governing Body. It is clerked by the Head of Governance.