



Remuneration Committee

**Annual Report to the Corporation
2020/21**

REMUNERATION COMMITTEE ANNUAL REPORT TO THE CORPORATION 20/21

INTRODUCTION

The Colleges' Senior Post Holder Remuneration Code

The Corporation approved the adoption of the Colleges' Senior Post Holder Remuneration Code (SPHRC) on the recommendation of the Remuneration Committee, on 11 June 2019.

This report is produced by the Remuneration Committee for the Corporation, as required by the SPHRC. It fulfils the SPHRC requirement that the Remuneration Committee must publish a readily accessible annual statement, based on an annual report to its governing body, including:

- a) a list of Senior Post Holders within the remit of Remuneration Committee;
- b) its policy on the remuneration for post holders within the remit of Remuneration Committee;
- c) its policy on income derived from external activities;
- d) the pay multiple of the Chief Executive / Principal and the median earnings of the institution's whole workforce, illustrating how that multiple has changed over time and, if it is significantly above any published average, an explanation of why.

The report should also contain:

- e) its choice of comparator college(s)/organisation(s);
- f) an explanation of any significant changes.

This report covers the 2020/21 academic year: 1 August 2020 to 31 July 2021.

Terms of Reference

On 14 December 2021 the Corporation approved revised Terms of Reference for the Remuneration Committee which were in place for the year under review.

Membership

Membership of the Remuneration Committee for the year ended 31 July 2021 was:

		Meetings attended
Denis Miles	Chair	2 / 2
Fiona Hellowell		2 / 2
David Ash	Vice-Chair	2 / 2
Robert Pearce		2 / 2
Nick Baldwin		1 / 1

The Remuneration Committee includes individuals with an appropriate mix of skills and experience to allow it to discharge its duties effectively and all Members are appointed by the Corporation.

Clerk to the Remuneration Committee

Kay Kavanagh, Clerk to the Corporation, served as Clerk to the Committee for the year.

Remuneration Committee Meetings

The Remuneration Committee met twice on the following date during 2020/21:

- 20 October 2020
- 20 April 2021

The Committee meeting was quorate throughout.

Senior Post Holders

The Senior Post Holders within the remit of Remuneration Committee for the year ended 31 July 2021 were:

Stuart Laverick	Principal and Chief Executive officer
Nicola Williams	Vice Principal and Deputy Chief Executive Officer
Claire Heywood	Deputy Principal
Kay Kavanagh	Clerk to the Corporation

APPROACH TO REMUNERATION

Senior Post Holder Remuneration Policy

The Senior Post Holder Remuneration Policy recommended for approval at the Corporation meeting on 17 December 2019.

Senior Post Holder Policy for Income Derived from External Activities

The Senior Post Holder Policy for Income Derived from External Activities was recommended for approval at the Corporation meeting on 17 December 2019.

Pay Multiples

The Remuneration Committee intends to take into account the current value for the College of the pay multiple of the Principal and Chief Executive Officer earnings against the median of all staff, and to review how this indicator changes over a number of years. The committee consider if this is significantly above any published average.

Principal/Chief Executive Pay and Remuneration and Multiples:

	2020/21	2019/20
Earnings of highest paid full year salary	£143,825	£143,825
Full time equivalent median earnings of all staff	£26,500	£25,675
Ratio	5.43	5.60
Earnings of highest paid full year salary (inc ER Pension)	£177,883	£176,889
Full time equivalent incl er pension of median staff member	£30,303	£29,599
Ratio	5.87	5.98

Principal and Chief Executive's basic salary is 5.43 times (2019/20: 5.60) the median pay of all staff, where the median pay is calculated on a full-time equivalent basis for the salaries paid by the College to its staff. The Principal and Chief Executive's total remuneration, which includes employer pension costs, is 5.87 times (2019/20: 5.98) the median pay of all staff, where the median pay is calculated on a full-time equivalent basis for the salaries paid by the College to its staff. This calculation excludes any staff paid via agency or Protocol.

Comparator College Organisations

Practice in the College since merger has been to only consider awarding Senior Post Holders the same increment applied to College staff.

Appropriate benchmarking is carried out to be able to compare against comparable organisations.

Explanation of any Significant Changes

There were no significant changes to Senior Post Holders terms and conditions in 2020/21.

CONCLUSIONS AND RECOMMENDATIONS**The Remuneration Committee's Opinion to the Corporation**

Based on the evidence from papers and minutes of meetings, the Remuneration Committee considers that its and the Corporation's responsibilities have been satisfactorily discharged.

The Committee is satisfied with this assessment, based on the information provided and audit reviews undertaken during this period and given that there are no significant outstanding audit issues.

Signed:

Date:

Denis Miles
Chair of the Remuneration Committee