

Remuneration Committee

Annual Statement 2021-22

Introduction

The Senior Post Holder Remuneration Code ('the Code') forms part of the Association of Colleges' Code of Good Governance in England as of December 2018. The Corporation agreed to adopt the code 'in spirit / in principle'. By adopting the Code, the Corporation is demonstrating its commitment to transparency in relation to the remuneration of Senior Post Holders appointed by and accountable to the Corporation. The Code states that the college must publish a '*readily accessible annual statement, based on an annual report to its governing body*' and outlines the content of the report within the Code.

The Corporation approved this annual statement on the 12th January 2023 for publication on the College's website.

The Remuneration Committee

The Remuneration Committee has the power to approve conditions of service including remuneration for Senior Post Holders and the Clerk to the Corporation. The Terms of Reference for the Remuneration Committee are outlined within the Standing Orders (last approved April 2022).

Remuneration Meeting and Committee Membership 2021/22:

The annual meeting of the Remuneration Committee was held 26th January 2022. The membership of the Remuneration Committee in 2021/22 consisted of:

- Stephen Brown
Independent Governor, Careers Link Governor, Member of Audit Committee, Member of Remuneration Committee
- Steve Cook
Independent Governor, Chair of Audit Committee, Member of Search and Governance Committee, Member of Remuneration Committee
- Alan Foster
Independent Governor, Vice-Chair of Corporation, Chair of Finance and General Purposes Committee, Member of Quality and Standards Committee, Member of Search and Governance Committee, Member of Remuneration Committee
- Bob Overment
Independent Governor, Interim-Chair of Quality and Standards Committee spring 2021-22, Member of Finance and General Purposes Committee, Member of Search and Governance Committee spring 2021-22, Member of Remuneration Committee
- Pat Mould
Independent Governor, Chair of Corporation, Chair of Search and Governance Committee, Member of Finance and General Purposes Committee, Member of Quality and Standards Committee, Member of Remuneration Committee
- Cllr Denise Thompson
Independent Governor, Member of Audit Committee, Member of Search and Governance Committee, Member of Remuneration Committee

Attendees at the meeting:

- Colin Peaks
Principal, Member of Finance and General Purposes Committee, Member of Quality and Standards Committee, Member of Search and Governance Committee
- Laura Skarratt
Clerk to the Corporation

Post Holders Remunerated by the Committee:

Post holders within the remit of the Remuneration Committee:

1. Principal
2. Deputy Principal
3. Vice Principal
4. Assistant Principal
5. Assistant Principal
6. Business Manager
7. Clerk to the Corporation

Remuneration Procedures

The Remuneration Committee has regard to the AoC The Colleges' Senior Policy Holders' Remuneration Code when making decisions on remuneration of Senior Policy Holders. The decisions of the Remuneration Committee follow the principles set out in the code.

1. The Remuneration Committee provides a **fair, appropriate and justifiable level of remuneration**, recognising not only the context of the College, but also the individual's contribution to the success of the college, their level of experience and impact in achieving targets.
2. The Remuneration Committee also considers that remuneration should be sufficient to recruit, retain and motivate staff, considering market position and career progression, whilst demonstrating reasonable and justifiable use of funds.
3. The Remuneration Committee ensures **procedural fairness** through its' appropriately skilled membership applying consistent and agreed frameworks and using appropriate benchmarking and evaluation of individuals' performance within their roles.
4. No individual is permitted to be involved in deciding their own remuneration, and declarations of interest are recorded by the Clerk at the start of the meeting. Appropriate action is taken to remove any conflict of interest as outlined in the various Instruments and Articles of Government. Such action is recorded in the minutes of the meeting.
5. The following agreed pay-spines were used:

Principal

When reviewing the salary of the Principal, the committee are cognisant of a range of considerations including the College's financial position and the agreed pay-spine for the Principal.

The NASUWT Leadership Group Spine with additional adjustment for Teachers' Pay Award (if not already applied) is agreed to be the baseline for decisions relating to remuneration of the Principal.

The Remuneration Committee may remunerate the Principal beyond the agreed pay scale in accordance with the principles set out in section 5 of the Senior Post Holder Remuneration policy, and the principles set out in the Code. The committee will have regard to the Median Pay Multiple when determining the remuneration of the Principal.

Senior Leadership Team (excluding Principal)

The agreed pay-spine for the Senior Leadership Team (2-6) is the NASUWT SFC Leadership Spine.

Clerk to the Corporation

The agreed pay-spine for the Clerk to the Corporation (7) is the SFCA Support Staff Spine.

6. In order to determine fair and transparent decisions, the Remuneration Committee received the following sources of performance evaluation at the meeting on 26th January 2022.

- Appraisal of the Principal, 2021-22
- Appraisals of the Senior Leadership Team, 2021-22
- Appraisal of the Clerk, 2021-22

7. In order to make informed and transparent decisions the Remuneration Committee receives comparative and benchmarking information when considering remuneration. The Remuneration Committee received the following sources of benchmarking data and information at the meeting on the 26th January 2022:

- SFCA Workforce Survey 2021
- Extract from SFCA Workforce Survey: Senior Post Holder Average Salaries
- Extract from SFCA Workforce Survey: Teaching Salary Scales
- Extract from SFCA Workforce Survey: Clerk Averages
- NJC Update on Teachers Pay Awards – Jan 2021
- NJC Teachers updated pay-points 2021-22
- The Colleges Senior Post Holders Remuneration Code (AoC, Dec 19)
- SFCA Support Staff Pay-scale 2021-22
- NASUWT Leadership Pay-scale 2021-22
- Confidential Advance Colleges Trust (ACT) information on SPH pay, verbal update via Clerk.

8. The median full-time salary of Wilberforce College Staff is outlined below:

Year	Median Pay (Full Time Staff)	Principal's Basic Salary as a multiple of the median of all staff*	Principal's total remuneration as a multiple of the median of all staff*
2021/22	£31353	3.7	3.7
2020/21	£31989	3.5	3.5
2019/20	£30894	3	3

* Full time staff

The pay multiple of the Principal and the median earnings of the College's whole workforce are consistent with the national average.

9. The SFCA Workforce Survey 2021 reported that the average Principal / CEO salary ranged from £79,167 to £156,951. The average salary (p.a.) for band 2 college Principals is £108,899, with the median of £108,241. The average salary for Principals in the North-East region is £106,344. The average salary for teachers on the 2020-21 on the NJC salary structure was £40,274. The average salary for support staff on all scales 2020-21 is £24,252. Remuneration of the Principal's is published within the Annual Report and Financial Statements.
10. Senior Post Holders expenses are managed in accordance with the College's Financial Regulations.
11. Senior Post Holders are required to devote their time, attention and abilities to their duties during their working hours and to act in the best interests of the College at all times. The Corporation's statement on external work can be found within the Senior Post Holder Remuneration Policy.

Approved