



Peter Symonds College

Remuneration Committee Annual Report 2022/23

Introduction

The Remuneration Code (Appendix A to the AoC Code of Good Governance) was adopted by the Board in December 2019. While the AoC has recently published a new Code of Governance, the existing framework applies for the period covered by this Report.

By visibly adopting the Remuneration Code, the Board openly demonstrates its commitment to leadership and stewardship in relation to remuneration and, in doing so, is helping to protect institutional and sector reputation and providing greater assurances to key stakeholders and partners, including the student community and wider society.

Remuneration Code Element III - Transparency and Accountability

'The process for setting remuneration must be transparent. For Senior Postholders there must be college level justification for remuneration that relates to the competitive environment, the value of the roles and institutional performance. The remuneration of the Principal must be separately justified, published and related to the remuneration of all staff within the organisation.'

In furtherance of the above objective the Board is required to *'publish a readily accessible annual statement based on the Remuneration Committee's annual report to the Board'*.

The annual report of the Remuneration Committee in accordance with the requirements laid out in the Remuneration Code is detailed below:

1. A list of Senior Postholders within the remit of Remuneration Committee

In accordance with the Instruments and Articles of Government, the Board designated four senior postholder posts i.e. the post of Principal (Accounting Officer), Vice Principal, Deputy Principal (Quality) and Deputy Principal (Welfare and Progression). With the resignation of the Vice Principal and the appointment of the existing Deputy Principal (Quality) to that of VP, the Board agreed a reallocation of some responsibilities within the Senior Management Team with effect from 1 September 2023. This involves the ending of the post of Deputy Principal (Quality) and the creation of a new senior post: Deputy Principal (Stakeholders, Systems & Services). The College therefore retains four senior postholders.

2. The Board's policy on the remuneration for postholders within the remit of Remuneration Committee

The Senior Postholder Remuneration Policy & Procedure was approved by the Governing Body on 14 December 2020 and last reviewed by them in December 2022.

3. The Board's policy on income derived from external activities

The Senior Postholder External Employment - Engagement Policy was approved by the Governing Body on 14 December 2020 and last reviewed by them in December 2022.

4. The pay multiple of the Principal and the median earnings of the College’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 relationship between the Principal’s remuneration, expressed as a multiple of all other employees based on full-time equivalents, is set out in table 4.1. for both basic salary and total remuneration.

Table 4.1

	2023	2022	2021
<i>Published financial accounts to 31 July 2023:</i>			
Basic salary as a multiple of median basic salary of all other employees	4.56	5.12	5.21
<i>Published financial accounts to 31 July 2023</i>			
Total remuneration as a multiple of median total remuneration of all other employees	4.81	5.31	5.42

5. The Board’s choice of comparator College(s)

When considering the remuneration of the Principal, rather than selecting one college (which may or may not be typical), the Committee considered benchmark data from the SFCA (SFCA Workforce Survey 2022) and the SFCA benchmarking relating to the Principal’s salary and number of students. The AoC Summary of the College Senior Pay Survey was not available which is unfortunate as the committee considered the AoC to be a better comparator in general due to the size, boarding provision, adult education and turnover of the College. The size of the College is significantly larger than most SFCs.

In the case of the College, the senior staff receive pay, pension and private health insurance (existing senior postholders) should they elect to take it up. However, it should be noted that, in general, remuneration can also include other benefits such as car allowance and other taxable benefits. This would be taken into consideration if comparing like for like with other organisations.

6. An explanation of any significant changes

In the year 2022/23, in the context of recent increases in the rate of inflation, there was national agreement for the payment of an interim award to other staff with effect from 1 September 2022. The Committee decided to make the same interim award to senior postholders, a decision which was reviewed and confirmed later in the year.

During the year, the College was subject to ONS reclassification into the public sector. As such, the Committee must now be mindful of HM Treasury’s Guidance for the approval of senior pay and received a briefing on such from the Clerk. The Remuneration Policy will be reviewed to reflect the Guidance and associated briefings for the sector when they are available.

Following the resignation of the Vice Principal, the Committee approved the key documents and the appointment of a selection panel.

.....Lynne Evans.....

Chair of the Remuneration Committee