

Senior Post Holder Remuneration Annual Report 2024-5

Introduction

1. The Search, Governance and Remuneration Committee has [terms of reference](#) that are reviewed by the Committee and approved annually by the Board in the summer term.
2. The membership of the Search, Governance and Remuneration Committee during the year 2024-5 was as follows:

Name	Category of Member
Sharron Blackburn (until 9 October 2025)	Independent Governor
Shirley Collier (from 12 May 2025)	Independent Governor
Donna Clifford	Independent Governor
Paul Lomas	Independent Governor
Janet Pryke (from 22 October 2024 until 3 April 2025)	Independent Governor
Hayley Tingle (from 9 October 2024)	Independent Governor
Jenny Worsdale (until 15 October 2024)	Independent Governor
Jason Austin	CEO (for search and governance matters only)

3. Meetings of the Committee were held on:
 - 11 September 2024
 - 27 November 2024
 - 22 January 2025
 - 2 June 2025

Approach to Remuneration

4. In 2024-5, the following roles were designated as senior post holders (SPH) and therefore fall within the remit of the Committee:
 - Chief Executive Officer
 - Deputy Chief Executive Officer
 - Executive Director: Finance and Estates
 - Executive Director: Human Resources, Organisational Development and Marketing
 - Executive Director: Corporate Planning and Strategic Services
 - Director of Governance
5. The Corporation adopted the [Association of Colleges' Senior Post Holder Remuneration Code](#) and is committed to the following principles in terms of its remuneration policy:
 - A fair and competitive salary offer to attract and retain high performing staff, taking account of the circumstances of the Group and evidence about the ability to recruit;
 - A framework for SPH remuneration which is fair and informed by information about the range of salaries and the median earnings of all staff and the Group's ability to pay;
 - Decision-making processes for SPH remuneration that are fair, transparent and accountable
 and has due regard to the [Effective Senior Post Holder appraisal and chair performance review guide](#).

6. The Committee has due regard to:
- The use of public funds and the financial health of the Group;
 - Performance and achievement evidenced through each individual's performance review
 - The overall performance of the Group;
 - The Group's position against national benchmarks;
 - Salary levels within the sector;
 - Inflation;
 - Other environmental factors affecting the Group
 - The Equality and Diversity Policy; and
 - The Group's Values and the Nolan principles in decisions related to remuneration
 - Managing Public Money and compliance with [HM Treasury Senior Pay Controls](#)
7. In advising the Corporation the Committee will consider:
- appropriate remuneration, other terms and conditions for SPHs;
 - the effectiveness of the SPH appraisal process and the extent to which performance targets are met;
 - the adequacy of SPH job descriptions;
 - any concerns in relation to capability or conduct; and
 - SPHs' career ambitions and development plans;
 - Market demand
8. The data that supports these indicators is drawn from the following sources:
- (a) Group finance data
(b) AoC Senior Staff Pay Survey
(c) Group Internal Analysis and KPIs.
9. SPHs are appointed by the Corporation on a spot salary. The Corporation does not operate a system of performance related pay.
10. The current value for the Group of the pay multiple of Chief Executive Officer earnings against the median of all staff is as follows:

2022-23	FTE Salary	FTE Salary + Pension Employer contributions
Median Salary	£24,743.00	£29,122.52
CEO Salary	£144,935.00	£179,255.60
Ratio	5.9	6.2

2023-24	FTE Salary	FTE Salary + Pension Employer contributions
Median Salary	£25,681.58	£30,151.13
CEO Salary	£150,430.58	£188,625.15
Ratio	5.9	6.3

2024-25	FTE Salary	FTE Salary + Pension Employer contributions
Median Salary	£27,214.17	£32,167.91
CEO Salary	£157,893.42	£202,900.58
Ratio	5.8	6.3

External appointments and expenses

11. The Group includes an exclusivity of service clause in its SPH employment contract.
12. There were no instances of the Chief Executive retaining income generated from external bodies during the year.

Severance Payments

13. There were no severance payments made to senior post-holders during 2025.
14. The notice period for the CEO post is 6 months. For all other SPH roles the notice period is 3 months.

Significant changes

15. Due to the sudden death of the Chair Jenny Worsdale on 15 October 2025 the following changes took place for the Chair role:
 - 15 October 2024 – 22 October 2024– Vice Chairs (Donna Clifford and Paul Lomas) acted up as Chairs
 - 22 October 2024 – 30 May 2025 – previous Chair Janet Pryke acted up as interim Chair
 - 1 April 2025 – Paul Lomas, previous Vice Chair appointed as Chair
16. The Board appointed a new Vice Chair on the 12 May 2025 (Shirley Collier)

Expenses Policy

17. The Group operates a single expenses policy. The expenses of the Chief Executive Officer are reviewed and approved by the Chair of the Corporation. The expenses of other SPHs are reviewed and approved by the Chief Executive Officer.