



Remuneration Annual Report to the Corporation

1 August 2022 – 31 July 2023

Introduction

Senior Post Holders are appointed by and directly accountable to the Corporation. During 2022/23 the following posts have been designated as Senior Posts by the Corporation:

- Group CEO & Executive Principal
- College Principal
- Clerk to the Corporation

1. Terms of Reference

The Remuneration Committee operates in accordance with its Terms of Reference approved by the Corporation. The Remuneration Committee undertakes an annual self-assessment against its terms of reference and this provides assurance to the Corporation that the Committee has effectively discharged its responsibilities.

[Remuneration Committee Terms of Reference](#)

2. Remuneration Committee membership

Members of the Remuneration Committee are appointed directly by the Corporation. The following Corporation Members served on the Remuneration Committee during 2022/23.

- | | | |
|------------------------|-------------------------------|------|
| • Dave Merrett (Chair) | Attendance 1 out of 1 meeting | 100% |
| • Sophie Chester-Glyn | Attendance 1 out of 1 meeting | 100% |
| • Lynne Craig | Attendance 1 out of 1 meeting | 100% |
| • David Hagg | Attendance 0 out of 1 meeting | 0% |
| • Louise Bright | Attendance 0 out of 1 meeting | 0% |

3. Remuneration Committee meetings

The Remuneration Committee met on one occasion on 8 September 2022:

Attendance at this meeting is confirmed above.



4. College's key strategic objectives

1. **Our Students** - To be recognised as an outstanding College by enhancing the quality of the experience we provide for all learners.
2. **Our Staff** - To ensure we invest and develop our staff to support our plan.
3. **Our Stakeholders & Communities** - To be visionary and innovative in providing educational opportunities by anticipating and meeting demand through our responsive partnerships with stakeholders.
4. **Our Finance & Resources** - To provide a sustainable educational and training environment which is equipped for the delivery of high-quality learning.

Approach to Remuneration

5. Competitive Environment

For the last few years the College has been increasingly competing for staff at all levels from private industry and at the Bristol campuses from a busy urban centre of employment. Recruitment pressures have continued to intensify with other local employers offering elevated pay rates, the impact of rising interest rates and the ongoing increases to the cost of living for all staff. In addition, the upward compression on the lower ends of the College pay scales has continued to rise due to national minimum and living wage increases.

In direct response to the pressures outlined above the Corporation approved the introduction of revised curriculum pay scales and a curriculum pay progression framework in 21/22. This enabled curriculum staff to apply for pay progression in 22/23 and has been positively received. Revised corporate pay scales have been approved by Corporation effective from 1 August 2023 and work to create a pay progression framework for corporate staff is currently underway.

6. Statement of Remuneration Principles

The College takes very seriously the need to set pay levels for all staff that are proportionate, that reflect the level of responsibility of the role, and enable the College to attract and retain staff of the highest calibre. The College is also conscious of the balance to be struck between recruiting, retaining and rewarding the best staff possible, in order to deliver the best outcomes for students, stakeholders, society and the economy, while demonstrating effective use of resources and value for money for students in the use of the College's overall resources.

Within these principles and consideration of the reclassification of FE Colleges by the Office for National Statistics, the Corporation has agreed a specific policy for Senior Post Holder remuneration.



7. Determination of Senior Post Holder Remuneration

On 29 November 2022, the Office for National Statistics “ONS” reclassified FE Corporations as public sector bodies, forming part of Central Government. Therefore, Colleges are now subject to senior pay controls as set out in the [HMT Guidance](#). Historically the Remuneration Committee has looked primarily to the annual AoC Senior Staff Survey to benchmark senior staff pay, although the retrospective nature of the data and increasingly the fluid nature of College structures and roles and responsibilities within them, make it difficult to ascertain true comparisons against other organisations from this data source.

Following the ONS reclassification, the following guidelines were also considered by the Remuneration Committee when determining Senior Post Holder remuneration:

- Market competitiveness
- The maturity of the individuals within the roles;
- Value and contribution of individuals, beyond their personal objectives;
- Affordability and the level of pay increases in relation to those for the rest of the College.

Upon the recommendation of the Remuneration Committee, the Corporation resolved to approve the payment of the same 2% consolidated pay award and 1% non-consolidated award made to all staff for the Group CEO & Executive Principal and to the Clerk to the Corporation.

In addition, upon the recommendation of the Remuneration Committee the Corporation resolved to approve a 5% pay award to the College Principal as committed the previous year and a 1% non-consolidated award.

The Group CEO & Executive Principal received remuneration from SGS Academy Trust for his separate contribution as the CEO and Accounting Officer of SGS Academy Trust, there was no uplift to this remuneration during 22/23. This is consistent with the [External Interest Policy](#).

The revised Senior Post Holder Remuneration Policy was approved on 27 April 2023 to reflect the changes in Senior Pay requirements following the ONS reclassification.

8. Factors in considering reward proposals for Senior Post Holders

There is a robust and consistent process for setting objectives and assessing each Senior Post Holder’s contribution to the performance of the College and the achievement of its strategic objectives. This is based on an Annual Staff Review and Development process in which objectives for the previous year are reviewed and set for the following year.

The factors used in considering reward proposals for Senior Post Holders are clearly documented in the [Senior Post Holder Remuneration Policy](#).

9. Supporting Data for reward indicators

Supporting data is drawn from the Association of College's Annual Senior Staff Pay Survey, which provides the Remuneration Committee with benchmark data with comparator institutions, with the reservations noted at point 7.

10. Broader organisation Data

Following agreement of the annual budget the Corporation determines the pay award and implementation timetable for all staff. Dependant on contract, all staff are automatically enrolled into either the Teacher's Pension Scheme or the Local Government Pension Scheme.

11. Pay multiple of the Group CEO & Executive Principal earnings against the median of all staff

Year	All Staff Pay Median*	Group CEO & Executive Principal Annual Pay*	Pay Multiple of Group CEO & Executive Principal*
2023	£28,020	£179,598	6.4096%
2022	£26,577	£176,076	6.6251%
2021	£26,313	£174,330	6.6252%
2020	£26,313	£174,330	6.6252%
2019	£26,052	£172,603	6.6253%
2018	£25,794	**£172,603	6.6916%
2017	£25,536	**£172,603	6.7592%

* excluding non- consolidated pay award

** including car allowance

Institutional Performance

12. In year changes to key factors

The Group CEO and Executive Principal opted out of Teachers Pension in November 2020.
(Employers pension costs in the following table for 20/21 are from August 2020 to October 2020)

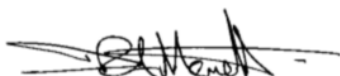
Emoluments of the Group CEO and Executive Principal	Salary	Car Allowance	Non-Consolidated Pay Award	Employers Pension Costs	Performance Related pay / benefits	Total for year
01/08/2022 to 31/07/2023	£179,598	£0	£1,761	£0	£0	£181,359
01/08/2021 to 31/07/2022	£176,076	£0	£1,743	£0	£0	£177,819
01/08/2020 to 31/07/2021	£173,362	£0	£2,615	£10,321	£0	£186,298
01/08/2019 to 31/07/2020	£174,330	£0	£1,726	£36,376	£0	£212,432
01/08/2018 to 31/07/2019	£172,603	£0	£0	£27,083	£0	£199,686
01/08/2017 to 31/07/2018	£164,337	£8,266	£1,726	£27,367	£0	£201,696

13. Expenses Policy

Senior Post Holders' expenses incurred were paid as the terms of the College's single published scheme for the payment of expenses that applies to all staff. The Travel, Subsistence and Personal Expenses Policy can be viewed on the College intranet (SharePoint).

14. Confirmation of discharge of duties

The Remuneration Committee believes that it has effectively discharged its responsibilities in line with the Committee's Terms of Reference and requirements of this code and associated policies.



David Merrett
Chair of the Remuneration Committee
5 October 2023