

REASEHEATH COLLEGE SENIOR STAFF REMUNERATION STATEMENT AND REMUNERATION COMMITTEE'S ANNUAL REPORT FOR 2024/25

Introduction

Reaseheath College follows the principles of the Association of Colleges (AoC) Colleges' Senior Staff Remuneration Code, adopted by the Corporation in March 2019.

The Board of Governors has responsibility for the determination of senior postholder remuneration but has delegated the consideration of this to the Remuneration Committee. This statement seeks to provide assurance that the Remuneration Committee on behalf of the Board of Governors carries out its work on senior staff remuneration in a responsible and transparent way in accordance with the overarching principles set out below.

Composition, Purposes and Terms of Reference of the Remuneration Committee

1. Composition

In 2024-25 the Remuneration Committee was comprised of five members, all of whom were either independent governors or independent co-opted committee members.

The Chair of the Board is a member of the Committee but not permitted to Chair the Committee. Membership includes at least one member with specific human resource expertise/skills. The Principal, staff and student members are precluded from membership of the Remuneration Committee. The Committee has the power to consult external advisers to fulfil its responsibilities.

Membership in the 2024-25 academic year was Mike Gorton (chair) Dr Elizabeth Harrison; Sonia Belfield (Co-opted), Jane Cowell OBE and Angela Potter.

There were four senior staff within the remit of the Remuneration Committee in 2024-25. These were the Principal and CEO; the Vice Principal Finance and Resources; the Vice Principal Curriculum and Quality and the Company Secretary and Head of Governance.

2. Purpose

The Remuneration Committee has been established to ensure that remuneration arrangements for all senior post-holders support the College's strategic aims and enable the recruitment, motivation and retention of the most senior staff whilst also complying with requirements of regulation and best practice. The Committee has delegated authority from the Board of Governors to advise and assure the Board on setting remuneration and terms and conditions for senior post-holders and the company secretary. It is tasked with ensuring adherence with the AoC Colleges' Senior Staff Remuneration Code and particularly with ensuring fair, appropriate and justifiable levels of remuneration, procedural fairness, transparency and accountability.

3. Terms of Reference

As a minimum, the Committee meets each business year for performance and salary reviews. The Committee met on 10 March 2025.

Under its Terms of Reference, which are reviewed annually by the Committee, the Committee is to advise and assure the College Board on the remuneration and related matters of the senior post holders and the company secretary, including:

1. The remuneration policy statement (in the Annual Remuneration Committee Statement) and the package (salary and other benefits and where appropriate any severance payments) and conditions of service of the designated Senior Post Holders
2. The remuneration and conditions of service of the Company Secretary (Head of Governance). In determining remuneration policy, the committee will take into account all factors which it deems necessary including relevant legal and regulatory requirements and the provisions and recommendations of the Association of Colleges' Senior Staff Remuneration Code and Managing Public Money and compliance with HM Treasury Senior Pay Controls.
3. Review the on-going appropriateness and relevance of the remuneration policy statement
4. The annual performance objectives of the designated Senior Post Holders and the Company Secretary
5. Appropriate procedures for the assessment of the performance of the designated Senior Post Holders and the Company Secretary
6. The Annual Performance Development Reviews of the designated Senior Post Holders and the Company Secretary
7. Appropriate disclosure of the designated Senior Post Holders' remuneration, for example in the annual Financial Statements, and the preparation and publishing of a readily-accessible annual statement on the work of the committee.
8. To review sections of the risk register that are relevant to this committee as requested by the Audit Committee and provide assurance to the Audit Committee on mitigating actions.
9. To consider relevant policies and procedures that require Board approval and recommend them for approval to the Board.
10. Such other issues referred to the committee by the College Board

Overarching Principles

The Committee has regard to the following overarching principles in setting terms and conditions for senior post-holders and the company secretary:

- Fair, appropriate and justifiable levels of remuneration, based on a clear understanding of the responsibilities, context and expected contribution of a role, the attributes required to undertake that role effectively and matters of equality, diversity and inclusion;
- Transparency and accountability;
- Proportionality, fairness and consistency in application;

- Recruitment and retention, ensuring that salaries are sufficient in the context of the market for the various roles and review of practice at comparator institutions balanced by the need to demonstrate the achievement of value for money in the use of resources;
- Process, with remuneration being set through a process based on the application of a consistent framework with independent decision-making informed by appropriate evidence and review;
- Compliance with the AoC Colleges' Senior Staff Remuneration Code.
- Managing Public Money and compliance with HM Treasury Senior Pay Controls

Key considerations when determining and reviewing senior staff remuneration

The value of a post will be determined by a number of components and criteria for assessing the value of the role including job size; complexity; impact; levels of autonomy; accountability and decision-making authority; experience; knowledge and skills; reputation and credibility and external market comparisons.

In advising and making recommendations on setting senior salaries and conducting annual reviews the Remuneration Committee will have regard to comparative salaries, data issued by the Association of Colleges and a review of actual and advertised salary data current in the sector at the relevant time.

The Committee is entitled to seek independent professional and legal advice.

Annual Performance Review

The Chair of the Board of Governors presents an annual report to the Remuneration Committee on the Principal's and the company secretary's performance for the previous year. The annual report provides information on performance against agreed objectives measured through a performance management framework.

The Principal presents a similar annual report to the Remuneration Committee on the performance of the other senior post-holders.

Senior Staff Pay for 2024-25 and pay multiples

Principal/CEO	2024-25	2023-2024
Salaries	163,000	156,000
Benefits in kind	3,000	3,000
Total	166,000	159,000
Pension Contributions	47,000	40,000

Median Pay and pay multiples		
	2024-2025	2023-2024
Principal basic salary as multiple	5.82	5.86
Principal total remuneration as multiple	7.58	8.03

The median pay is calculated on a full-time equivalent basis for the salaries paid by the Group to all staff members.

The Board of Governors does not operate a system of performance-related pay. The Board of Governors agreed to apply the all-staff pay award to senior postholders and the company secretary in 2024-25. No other pay awards were made. There were no severance payments made to senior postholders or the company secretary in 2024-25.

Income derived from external activities

The College Financial Regulations set out the policy in relation to income derived from external activities. The Financial Regulations are reviewed and approved by the Board of Governors Finance and General Purposes Committee. Private/external activities may not be undertaken without the consent of the Principal, or in relation to the Principal, the Governing Body. The Principal has not derived any income from external activities in the reporting period.

Chair and Members of the Remuneration Committee

Approved by the Board of Governors 16 December 2025