

## 2019-20 Statement on Senior Post Holder Remuneration

Published in accordance with the Association of Colleges *Colleges' Senior Staff Remuneration Code* and based on an annual report to the Corporation presented on 10 July 2020.

a	Senior Post holders within the remit of the Executive Employment Committee	<ul style="list-style-type: none"> <li>Principal/Chief Executive</li> <li>Executive Director of Finance</li> <li>Vice Principal Corporate Operations</li> <li>Vice Principal Curriculum</li> <li>Clerk to the Corporation</li> </ul>									
b	Corporation policy on the remuneration for Senior Post holders within the remit of the Executive Employment Committee	<p>The Corporation complies with the Senior Staff Remuneration Code. Its Executive Employment Committee reviews Senior Post Holder salaries annually and makes a recommendation to the Corporation, having regard to:</p> <ul style="list-style-type: none"> <li>the use of public funds and the College's financial health;</li> <li>performance and achievement of agreed objectives, evidenced through each individual's annual appraisal discussion;</li> <li>other relevant factors such as pension provision;</li> <li>the overall performance of the College;</li> <li>the College's position against national benchmarks;</li> <li>salary levels within the sector;</li> <li>inflation;</li> <li>other environmental factors affecting the College;</li> <li>the Equality and Diversity policy; and</li> <li>the College's Values and the Nolan principles.</li> </ul>									
c	Corporation policy on income derived from external activities	<p>Para 18.1 of the College Financial Regulations set out the policy in relation to income derived from external activities. The Financial regulations were last reviewed and approved by the Corporation on 15 May 2020.</p> <p>Outside consultancies or other paid work may not be accepted without the consent of the Principal, or in the case of the Principal, the Corporation.</p>									
d	<p>The pay multiple of the Principal/Chief Executive and the median earnings of the College's whole workforce and:</p> <ul style="list-style-type: none"> <li>how it has changed over time;</li> <li>if it is significantly above any published average, why.</li> </ul>	<table border="1" data-bbox="563 1532 1447 1765"> <thead> <tr> <th></th> <th>2019</th> <th>2018</th> </tr> </thead> <tbody> <tr> <td>Principal's basic salary as a multiple of the median of all staff</td> <td>6.2</td> <td>6.1</td> </tr> <tr> <td>Principal's total remuneration as a multiple of the median of all staff</td> <td>6.2</td> <td>6.2</td> </tr> </tbody> </table> <p>The pay multiple of the Principal/Chief Executive and the median earnings of the College's whole workforce is not significantly above average.</p>		2019	2018	Principal's basic salary as a multiple of the median of all staff	6.2	6.1	Principal's total remuneration as a multiple of the median of all staff	6.2	6.2
	2019	2018									
Principal's basic salary as a multiple of the median of all staff	6.2	6.1									
Principal's total remuneration as a multiple of the median of all staff	6.2	6.2									
e	Comparator college(s)/ organisation(s)	AoC benchmarking data for Northern Colleges and all Colleges with similar incomes, taking the median quartile as the benchmark.									
f	Explanation of any significant changes.	The only significant change has been the creation of a new Senior Post, the remuneration for which was fixed based on benchmarking.									



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