

2023-24 Statement on Senior Post Holder Remuneration

Published in accordance with the Association of Colleges *Senior Post Holder Remuneration Code*.

Senior Post holders within the remit of the Executive Employment Committee	<ul style="list-style-type: none"> Principal/Chief Executive Deputy Principal Finance & Resources Deputy Principal Curriculum & Innovation Director of Governance & Compliance (Clerk to the Corporation) 			
Corporation policy on the remuneration for Senior Post holders within the remit of the Executive Employment Committee (a sub-committee of the People, Culture & Governance Committee)	<p>The Corporation complies with the AoC Senior Post Holder Remuneration Code. Its People, Culture & Governance Committee reviews Senior Post Holder salaries annually and makes a recommendation to the Corporation, having regard to:</p> <ul style="list-style-type: none"> the use of public funds and the College's financial health; performance and achievement of agreed objectives, evidenced through each individual's annual appraisal discussion; other relevant factors such as pension provision; the overall performance of the College; the College's position against national benchmarks; salary levels within the sector; inflation; other environmental factors affecting the College; the Equality and Diversity policy; and the College's Values and the Nolan principles. 			
Corporation policy on income derived from external activities	<p>Para 18.1 of the College Financial Regulations sets out the policy in relation to income derived from external activities. The Financial regulations were last reviewed and approved by the Corporation on 19 December 2023.</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>			
<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"> how it has changed over time; if it is significantly above any published average, why. 		2023	2022	2021
	Principal's basic salary as a multiple of the median of all staff	5.8	5.5	6.0
	Principal's total remuneration as a multiple of the median of all staff	5.8	5.7	6.0
The pay multiple of the Principal/Chief Executive and the median earnings of the College's whole workforce is not significantly above average.				
Comparator college(s)/organisation(s)	AoC benchmarking data for Northern Colleges similar incomes, taking the median quartile as the benchmark.			
Explanation of any significant changes.	N/A			