

SENIOR POSTHOLDER REMUNERATION ANNUAL REPORT TO THE CORPORATION 2018/19

INTRODUCTION

Barnsley College Remuneration Committee is a Committee of the Board established under the terms of clause 4 of the Articles of Government (August 2013).

The purpose of the Committee is to advise the Board of Governors on specific remuneration packages of the Principal and other senior post holders. The role of the Committee is specifically to:

- Ensure that senior post holders are fairly rewarded in relation to the individual contributions to the College's overall performance and
- To demonstrate to the public that the pay of senior post holders is set by a committee which has no personal interest in the outcome of its decision and which gives due regard to the interests of the public and the financial health of the College.

The Committee evaluates annually the remuneration packages of senior post holders against pre-established goals and objectives and an appropriate peer group.

The Committee is made up of no less than four governors and includes the Chair and Vice Chair of the Board. The Principal, staff and student governors are ineligible for membership.

Membership of the Committee over the reporting period was as follows:

- Simon Brian –Independent Governor and Chair of the Committee
- Simon Perryman – Independent Governor and Chair of the Board
- Nick Bowen – Independent Governor and Vice Chair of the Board
- Helen Jaggar – Independent Governor and Vice Chair of the Board

- In attendance: Yiannis Kouris, Principal and CEO*
- In attendance: Heather Jackson, Clerk and Director of Governance*

* The Principal attended for short sessions of the meetings to provide insights regarding the performance of his direct reports but was not in attendance for the Committee's discussions across the wider agenda, review of the benchmarking data and discussions relating to his own remuneration. The Clerk was not in attendance for discussions relating to her own remuneration.

The Committee met on the following date during the reporting period (2018/19):

- 5 December 2019

The Committee's terms of reference are reviewed annually and were last approved by the Board of Governors on 5 December 2019. The remuneration policy for senior post holders was updated on 19 March 2019.

In 2018 the Association of Colleges (AoC) updated its Colleges' Senior Staff Remuneration Code and the Remuneration Committee has taken this advice into account in producing this annual report.

Senior Post Holders at the College in 2018/19 and covered by this report were:



Yiannis Koursis
Ben Owen
Liz Leek
Laila Lawton
Heather Jackson

Principal & CEO
Deputy Principal Development
Vice Principal Curriculum & Culture
Vice Principal Finance
Clerk

APPROACH TO REMUNERATION

The remuneration committee is concerned with all aspects of the employment of senior post holders, including recruitment, promotion, retention, setting and reviewing performance targets. The committee is also responsible for reviewing and making decisions on the remuneration, terms and conditions of employment of senior post holders, taking account of affordability, comparative information on the remuneration, benefits and conditions of employment from within the further education sector and other organisations of a comparable size/turnover.

The College Appraisal Policy sets out the framework under which appraisals for all staff are carried out twice a year and explains the alignment of individual objectives with the College's strategic priorities, purpose and values. In respect of senior post holders, the performance objectives are agreed by the remuneration committee and reports on their performance are provided to the committee to inform their decision making in respect of the consideration of salary progression.

The College's Pay Policy applies to all staff including senior post holders. In conjunction with the Appraisal policy, it is designed to motivate staff to achieve the College's strategic objectives. Both the Appraisal Policy and the Pay Policy were reviewed in December 2018.

Decisions on the salaries of senior post holders are informed by market data including

- salary benchmark data for same-level staff in comparable colleges (derived from the AoC Survey of Remuneration of Management staff and Senior Postholders to include colleges in Yorkshire & Humberside and with similar turnover).
- economic conditions and competitive forces within the local community,
- pay awards given to wider college staff
- affordability, as determined by the College's financial performance
- whole college performance against strategic objectives and key performance indicators approved by the Board
- individual performance against objectives set as part of the annual appraisal process
- benefits in kind
- pension entitlements

In respect of recruitment, the College aims to recruit senior post holders using remuneration packages that are market-competitive and consistent with the existing remuneration structure. In doing so, the College seeks to pay no more than necessary to attract talented individuals. Newly recruited senior post holders are subject to a probationary period and are eligible to receive the same remuneration elements as existing senior post holders, namely salary, set at an appropriate level taking into account the experience and quality of the candidate, and membership of the appropriate pension scheme.

The College does not expect to make special recruitment arrangements outside the standard policy, but may do so in exceptional circumstances in order to secure the appointment of the right candidate.

INSTITUTIONAL PERFORMANCE

The College's performance in 2018/19 is detailed in the Annual Report and can also be found on the College's website.

EMOLUMENTS OF THE PRINCIPAL & CEO

Emoluments of Principal & CEO	2018/19*	2017/18
Salary	140,418.01	150,000.00
Performance related pay	15,000	15,000
Benefits	0.00	0.00
Subtotal	155,418.01	165,000.00
Pension Costs	21,516.43	24,720.00
Total	176,934.44	189,720

*During the reporting period 2018/19 the Principal and CEO changed and figures for 2018/19 represent a combined figure for the two individuals.

RATIO TO MEDIAN PAY OF ALL EMPLOYEES

In accordance with the College's Senior Post Holder Remuneration Code, the Corporation is required to disclose the relationship between the CEO's emoluments and that of all other employees as a pay multiple, expressed as follow:

- Principal's basic salary divided by the median pay of all other Corporation employees (all on a full-time equivalent basis) and
- Principal's total emoluments divided by the of all other Corporation employees (all on a full time basis)

The College's median pay for all other Corporation employees in 2018/19 was £22,991.80 per annum.

The Fair Pay Review published in the Hutton Report for the public sector recommended that an organisation's pay multiple should be no greater than 1:20. The College's pay multiple based on the Principal's basic salary in 2018/19 was 1:5.9 and based on the CEO's total emoluments was 1:6.5

OTHER PAYMENTS AND EXTERNAL POSITIONS

The Principal serves on the following external bodies as a trustee with the approval of the Corporation:

- Wellspring Academy Trust
- Horizon Community College
- South Yorkshire Community Foundation

The Principal does not receive any remuneration for this external work.

All expenses paid to senior post holders are solely in reimbursement of expenses incurred in the furtherance of the business of the College and comply with the College's financial regulations and gifts and hospitality policy.

BOARD DECISION

The board decided against adopting the CUC Higher Education Staff Remuneration code but has instead, complied with AoC's SPHRC because:

- Both codes cover the same areas and require college leadership to implement similar assurance and compliance measures.
- Both have been designed to provide transparency and protect institutional and sector reputation stewardship and leadership in relation to remuneration within their institutions
- AoC's SPHRC has been designed to be more directly relevant to the circumstances of the colleges.
- AoC's SPHRC is also identified in ESFA's 2018-19 accounts direction as suitable for adoption.

Simon Perryman
Chair of Barnsley College
24 March 2020