

# **WQE & Regent College Group**

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## **Annual Remuneration Statement January 2020**

### **Introduction**

The WQE & Regent College Group has adopted the AoC's Colleges Senior Staff Remuneration Code and, in line with the Code and the AoC's Code of Good Governance in England, publishes this annual remuneration statement.

The College has one senior post holder (SPH) who is appointed by the Corporation. The College's current senior post holder is the Principal, Paul Wilson.

### **Remuneration Policy**

The SPH remuneration policy aims to recruit, retain and reward a highly talented and effective individual in order to deliver the College's strategy and to achieve the best outcomes for students, while ensuring effective use of resources.

The SPH receives an annual salary. There are no performance-related bonuses. The SPH is enrolled in the Teachers' Pension Scheme.

### **Decision Making Processes**

The Corporation has a Remuneration Committee made up of external governors and served by the Clerk to the Corporation. At the time of this statement the members of the committee are: Philip Parkinson (Committee Chair), Stuart Dawkins (Corporation Chair), Joyce Black (Corporation Vice Chair), Bernadette Green and Amrik Singh.

The Committee has responsibility for reviewing the remuneration and performance of the SPH and making recommendations to the Corporation. The Committee's terms of reference are annexed to this statement.

To inform its decisions when reviewing the SPH's salary level, the Committee receives information about the College's approach to rewarding all of its staff, relevant external comparators (using data from the most recent sector senior pay surveys of colleges of a similar size, income level, location and scope of operations) along with the performance of the senior post holder, including delivery of the College's strategic development plan and securing financial health.

### **Emoluments of the Principal**

The Principal is the College's Accounting Officer and the highest paid member of staff. His remuneration in 2018-19, was as follows:

	2018-19	2017-18
	£,000	£,000
Salary	117	125
Benefits in kind	0	0
Pension Contributions	19	14
<b>Total</b>	<b>136</b>	<b>139</b>

	2018-19	2017-18 <sup>1</sup>
	£,000	£,000
Principal's basic salary as a multiple of the median of all staff	3.1	
Principal's total remuneration as a multiple of the median of all staff	3.4	

The Principal's salary framework sets out the basis for cost of living increases to the Principal's salary in any year when there is no salary review. Subject to satisfactory performance, the cost of living increase is the same as that awarded to teaching staff. The Principal is on a 3 point pay scale and increments will be considered in 2020 and 2022. Movement up the scale only takes place as the result of a satisfactory annual review of performance against the College's overall objectives using qualitative and quantitative measures of performance. The next comprehensive salary review is due to take place in 2022, for a new scale to be in operation (if necessary) before the 2023 appraisal process.

### **External Appointments and Expenses**

There were no external activities undertaken by the SPH during 2018-19.

All expenses paid to the SPH 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 the relevant policies and guidelines.

The Principal holds a directorship of a subsidiary company of the College for which there is no additional remuneration.

The Principal also serves on the following external bodies (unremunerated) in his personal capacity: Governor of New College, Leicester and Trustee of Learning Without Limits Multi Academy Trust (Leicester).

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<sup>1</sup> Regent and WQE Colleges merged on 29 March 2018 and the Corporation's statutory accounts did not require a comparative for 2017-18. Comparative figures will be included in next year's statement.

# Annex

## REMUNERATION COMMITTEE

### TERMS OF REFERENCE

The **Committee's role** is to consider employment issues as they relate to the Principal and the Clerk

The Committee is an advisory Committee of the Corporation. Its **responsibilities** are:

- a. To recommend to the Corporation rules for the conduct of the Principal and the Clerk.
- b. To recommend to the Corporation systems for the appraisal of the Principal and the Clerk.
- c. To recommend to the Corporation terms and conditions of service for the Principal and the Clerk.
- d. To carry out a review of the pay of the Principal and the Clerk and to make recommendations to the Corporation thereon.

### MEMBERSHIP

- The Committee shall comprise of the Corporation Chair and Vice Chair and a minimum of 3 other Governors, one of who should have experience gained in commerce or industry of human resource management.
- The Committee may co-opt up to two people with significant relevant experience of human resource management at a senior level that has been gained in commerce or industry and preferably professionally qualified.
- The Principal, staff and student governors of the Corporation may not be members of the Remuneration Committee.
- Co-opted governors shall not be staff or students of the College or related to governors of the Corporation or to any member of staff of the College. Co-option will be for twelve months at a time, ending on 31 October.
- The quorum will be 3, and at least two of those present must be either external governors or co-opted members.
- A member who ceases to be a member of the Corporation for whatever reason will automatically cease to be a member of the Committee.
- The Committee will meet as often as is necessary to fulfil the Committee's responsibilities, but not less than once per year.
- Agendas for the meetings shall be distributed 7 calendar days prior to each meeting.

Approved by the Corporation on 3 July 2018