

Annual Remuneration Statement for 2022/23

Introduction

The Senior Post Holder Remuneration Code (the Code) forms part of the AoC Code of Good Governance in England as of December 2018. The Corporation Board adopted the Code on 7 February 2019. By adopting the Code, the Corporation is demonstrating leadership and stewardship in relation to the remuneration of Senior Post Holders appointed by and accountable to the Corporation.

Remuneration Committee

Consideration of senior postholders' pay and conditions is the responsibility of the Remuneration Committee. It has the power to make recommendations to the Corporation on their remuneration, including pay and other benefits, as well as contractual arrangements. The annual meeting of the Remuneration Committee was held 29 November 2022. Current Terms of Reference are attached as (Appendix 1).

Membership 2022/23

Simon Wright	Independent Chair of Remuneration Committee
Tony Campbell	Vice Chair of Corporation (Joint)
John Croot	Chair of Finance & Corporate Services Committee
Howard Freeman	Chair of Audit Committee
Beej Kaczmarczyk	Chair of Corporation
Lou Mycroft	Chair of Standards and Performance

Senior Post Holders

The Corporation determined the following as Senior Post Holders (SPH) roles in the period 2022/23:

- Principal/CEO
- Head of Governance
- Deputy Principal

Approach to Remuneration

1. The Chesterfield College Group recognises that in order to compete both locally and nationally, it may be necessary to remunerate SPHs at an appropriate level in order to both recruit and retain individuals with the skills, knowledge, qualifications and experience necessary to deliver its strategic aims.
2. The College is committed to the principles of Equality and Diversity and to offering high quality, inclusive and accessible employment opportunities. The College seeks to work toward a flexible workforce and a culture where all staff members have access to well-designed job roles, career progression, and opportunities for learning and development.
3. The College recognises that there are many factors that may influence the difference in pay rates across our workforce, including senior post holders.
4. As an institution which is publicly accountable, the Committee ensures transparency in relation to the setting of SPH remuneration and are mindful of the wider public consciousness when doing so. This includes considering the College's approach to rewarding all its staff, how SPH are remunerated and any proposed increases compare with those for wider staff (including how SPHs salaries compare with median average earnings at the college) and the impact of any proposed changes.

5. The following were considered by the Remuneration Committee on 29 November 2022 when reviewing SPH performance:
 - Individual performance outcomes
 - Latest SPH AoC Pay Survey
 - Financial Outturn 2022/23
 - AoC Remuneration Code for Senior Staff
 - KPI outcomes 2022/23
 - Draft College Self-Assessment Report (SAR) judgement grades 2022/23
6. The Remuneration Committee considers comparative and benchmarking information when reviewing SPH remuneration including:
 - a) AoC Senior Staff Pay Survey
 - b) College internal analysis and external reports
7. The College does not operate a formal job evaluation scheme, however, the College operates both spot point or/and salary scales, where salary is determined by the individuals level of skills, qualifications and experience.
8. The College does not currently operate a Pay Related Performance (PRP) scheme for SPHs. The College operates PRP within the areas of business development/Learning Unlimited and Commercial teams. The targets for PRP are focused around full cost commercial growth and apprenticeships.
9. The College does not operate a scheme by which the CEO/Principal's earnings are directly indexed against staff pay. When reviewing the salary of the CEO/Principal, the committee are cognisant of a range of considerations, including any changes in remuneration for staff of any category will be taken into account along with the College's overall financial position.
10. The AOC's College Senior Pay Survey 2022, issued in July 2023, reports CEO/Principals earnings within the income bracket of between £25m and £30m, are £139,706 within the lower quartile, £145,244 within the median quartile and £154,250 within the upper quartile. Within the Midlands region, the median salary is £155,000, though there is no quartile information available.
11. The median full time equivalent salary of Chesterfield College staff in 2022/23 is £26,678 per annum. This represents a Principal/CEO pay multiple of 5.67 (In October 2022 this was 5.4 when the college median salary was £26,812).

Remuneration Statement

The Association of Colleges Remuneration Code requires all colleges to publish a readily available statement based on criteria contained within the annual report to the Corporation, excluding section 10.

Future Work Programme

In order to meet the requirements of the AoC Code for Senior Staff remuneration and to ensure a fair, and consistent approach to pay reviews going forward, the Committee continued to review and develop its work programme, which is available upon request.

Head of Governance November 2023