

Annual Remuneration Statement for 2024/25

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 Post Holders' 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 25 November 2024, with 100% attendance.

The Terms of Reference are reviewed annually and are attached (Appendix 1).

Membership 2024/25

Simon Wright	Independent Co-opted Chair of Remuneration Committee
John Croot	Chair of Finance & Corporate Services Committee
Howard Freeman	Chair of Audit Committee
Beej Kaczmarczyk	Chair of Corporation
Lou Mycroft	Vice Chair of Corporation / Chair of Standards & Performance Committee

Senior Post Holders

The Corporation determined the following as Senior Post Holders (SPH) roles in the period 2024/25:

- Principal/CEO
- Head of Governance
- Interim Head of Governance (Maternity Cover)
- Deputy Principal
- Assistant Principal, Finance IT & Estates

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.

The Committee and College adhere to the Department for Education's [Guidance for the Approval of Senior Pay: Senior Pay Controls Process 2025](#), with respect to the application of senior pay controls and government approval thresholds for SPH total remuneration (£174k+) and any performance related pay ('bonus') payment arrangements (£25k+).

5. The following were considered by the Remuneration Committee on 25 November 2024 when reviewing SPH performance:
 - Individual performance outcomes
 - Latest SPH AoC Pay Survey
 - Financial outturn 2023/24
 - AoC Remuneration Code for Senior Staff
 - KPI outcomes 2023/24
 - Draft College Self-Assessment Report (SAR) judgement grades 2023/24
 - Gender Pay Gap Report

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 individual's level of skills, qualifications and experience.

8. The College does not currently operate a formalised Pay Related Performance (PRP) scheme for SPHs, however, the Remuneration Committee can recommend additional remuneration related to overall College performance, which would not be consolidated into any salary determination.

The College operates PRP within the areas of our Stakeholder Engagement and Commercial teams. The targets for PRP are focused on 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 2024, issued in June 2025, reports CEO/Principals earnings within the income bracket of between £25m and £30m and across all regions, are £145,000 within the lower quartile, £150,098 within the median quartile and £159,384 within the upper quartile. There is limited information available for specifically the Midlands area, with figures only available for the median within the income bracket of between £25m and £30m of £151,289.

11. However, within the next income bracket £30m and £40m for all regions, the lower quartile salary is £153,155, the median salary is £159,992 and the upper quartile is £171,422. Within the income bracket for the Midlands region, the lower quartile salary is £140,000, the median quartile is £159,200 and the upper quartile is £177,266.

12. The median full time equivalent salary of Chesterfield College staff at 31 March 2025 (taken from the college's current Gender Pay Gap Report at 31 March 2025) was £30,284. This represents a Principal/CEO pay multiple of 5.3 (in 2024 this was 5.4 when the median salary was £28,554 and in 2023 this was 5.21).

13. Senior Post Holder expenses are managed in accordance with the college's Financial Regulations and receive expenses in accordance with the College's Travel and Subsistence Policy. The Corporation will reimburse senior post holders in respect of all expenses reasonably incurred in the proper performance of duties, subject to the senior post holder providing such receipts or other evidence as the Corporation may require. Payment of expenses are made in accordance with internal audit practices adopted by the Corporation.

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 2025**