

2022

**The Corporation
of
The Sixth Form College, Colchester**



Remuneration Statement 2021/2022

Introduction

The Remuneration Code was adopted by the Corporation October 2019.

By visibly adopting the Remuneration Code, the Corporation openly demonstrates its commitment to leadership and stewardship in relation to remuneration and, in doing so is helping to protect institutional and sector reputation and providing greater assurances to key stakeholders and partners, including the student body and wider college community.

Remuneration Code Element III - Transparency and Accountability

‘The process for setting remuneration must be transparent. For Senior Post Holders there must be college level justification for remuneration that relates to the competitive environment, the value of the roles and institutional performance. The remuneration of the Principal must be separately justified, published and related to the remuneration of all staff within the organisation.’

‘In furtherance of the above objective the Corporation is required to ‘publish a readily accessible annual statement based on the Remuneration Committee’s annual report to the Corporation’.

1. Annual Report of the Committee

The report of the Committee covers the period 01 September 2021 to 31 August 2022

1.1 Terms of Reference

The Committee has given due regard to the Senior Post Holder Remuneration Code, abiding by the requirements of the Code (as applicable to Sixth Form Colleges) and has, at all times operated within the Committee’s terms of reference, established by the Corporation.

The Committee’s responsibilities include making recommendations to the Board on matters affecting the terms and conditions of service and remuneration of Senior Post Holders and formulating an annual report to the Corporation.

1.2 Standing Orders

The structure and membership of the Committee are set out in standing orders agreed by the Corporation and reviewed annually. The Corporation, mindful of its duty to preserve the committee’s independent status and in accordance with the Remuneration Code determined that staff, students, the Principal, and the Corporation Chair were not eligible to serve as members of the committee.

The Corporation appointed 5 external governors to serve as committee members for the 2021 to 2022 period. The Committee is satisfied that its membership includes individuals with an appropriate mix of skills and experience to allow the committee to discharge its duties effectively.

N Gerrard was appointed Chair of the Remuneration Committee 01.09.2019 to 31.12.2021.

J. Leslie acted as Chair of the Committee for the period 01.01.2022 to 28.10.2022.

1.3 Meeting Attendance

The Committee met twice during the year.

Committee attendance is reported through the published minutes of meetings and other stakeholder reports. Average committee attendance for the period covered by the report was 78%.

The Chair of the Corporation was invited to attend all meetings of the committee, as an attendee and advisor and to present reports regarding the Senior Post Holder annual appraisal process and related matters.

2. Requirements of the Remuneration Code

The annual report of the Remuneration Committee has been drafted and published in accordance with the requirements laid out in the Remuneration Code. The Code requires the report to provide the details listed below:

1. A list of Senior Post Holders within the remit of Remuneration Committee

In accordance with the Instruments and Articles of Government the Corporation designated two senior post holder posts i.e. the post of Principal (Accounting Officer) and the post of Clerk to the Corporation.

2. The Corporation's policy on the remuneration for post holders within the remit of Remuneration Committee

The Senior Post Holder Remuneration Policy & Procedure as approved by the Corporation 21.10.2019 [minute No. 118.10.2] has been reviewed by the Committee.

3. The Corporation's policy on income derived from external activities

The Senior Post Holder External Employment - Engagement Policy as approved by the Corporation 21.02.2020 [minute No. 120.10.1] has been reviewed by the Committee.

4. The pay multiple of the Principal and the median earnings of the College's whole workforce, illustrating how that multiple has changed over time and, if it is significantly above any published average, an explanation of why.

The relationship between the Principal's remuneration, expressed as a multiple of all other employees based on full-time equivalents, is set out in table 4.1 for both basic salary and total remuneration.

Table 4.1

	2022 No.	2021 No.	2020 No.	2019 No.
Published financial accounts to July 2022: Basic salary as a multiple of median basic salary of all other employees	3.3	3.3	3.35	3.6
Published financial accounts to July 2022: Total remuneration as a multiple of median total remuneration of all other employees	3	3	3.32	3.1
Data provided by the College 05.01.2023 [snapshot from July 2022 payroll] Total remuneration as a multiple of mean total remuneration of staff	3.24	3.3	3.81	3.42

Median salary of the College's whole workforce is set out in table 4.2

Table 4.2

Data provided by the College 05.01.2023 [snapshot from July 2022 payroll]	
July 2022	£49,347
July 2021	£41,013
July 2020	£38,682
July 2019	£36,880
July 2018	£32,265

5. The Corporation's choice of comparator College(s)

When considering the remuneration of the Principal and other senior post holders, rather than selecting one sixth form college (which may or may not be typical), the committee considered the data contained within the SFCA Workforce Survey 2022.

The 2022 survey provided data from 5 college types; 16-18 Academies [27], Sixth Form Colleges [39] Free Schools [6], General FE & Tertiary [2] Community [1] giving a much wider cohort.

In particular, the report provides information and analysis by college size, distribution of colleges in each region and size-band, Principal's salaries and numbers by student numbers and salary averages by college size band. The report also provides ethnic background, gender, and age data.

It should be noted that in the case of the College the only remuneration staff receive is pay and pension. However, remuneration can also include other benefits such as car allowance, private health care and other taxable benefits, these benefits are not identified in the SFCA report.

The survey does not identify whether the senior post holder is responsible for a standalone Sixth Form College with a Corporation Board of Trustees or one institution part of an Academy Trust operating with a Local Governing Board(s) and for example, does not take into account any personnel or administrative support available to senior post holders. The committee would, take these matters into consideration if comparing like for like with other organisations.

6. An explanation of any significant changes

Not applicable at this time.

Joanna Johnson
Chair of the Remuneration Committee