

Statement Based on Remuneration Committee Annual Report year ending 31 July 2024

1. Introduction

The Corporation has adopted 'The 'Colleges' Senior Post Holder Remuneration Code' and embraces increased transparency in reporting on the approach and consideration of remuneration of senior post-holders.

1.1 Committee Membership during the year ending 31 July 2024

Andrew Hanson (Chair), Shabir Chagan (Vice Chair), Joanne Chilton, Alison Jarrett.

1.2 Committee Meetings

Were held on 19.10.2023 and 05.12.2023, 25.06.2024. Attendance was 75%.

The Principal was not a member of the Committee and no staff member was present for the discussion of their own remuneration.

1.3 The Current Committee Terms of Reference

Were reviewed in year and are being updated. Approved terms are provided on the Corporation pages of the College website.

1.4 The College Strategy

In considering remuneration the Committee and the Corporation remain mindful of the College's performance and the needs of the College to achieve the College's strategic objectives.

2. Approach to Remuneration

The Committee recognises that appropriate remuneration is one of a range of factors to sustain an effective senior staff base, able to deliver the College's strategic aims.

Since the reclassification of Colleges as public sector bodies the College now falls under the Government guidance on senior pay as directed in HM Treasury's 'Guidance for approval of senior pay: Senior pay controls process'.

The College strives to remain a good employer and balances recruitment, retention and appropriate remuneration of staff who have fiscal responsibility. This includes consideration of market conditions, benchmarked* comparison data, the College's financial position, and also due regard to any College wide pay award.

The Corporation is also mindful of equality objectives in striving for greater representation of staff from underrepresented groups at all levels of the organisation.

The Corporation considers changes to both educational and economic landscapes, locally and nationally, and is mindful that the College is situated in an area with a high density of FE, sixth form and private training providers.

Significant changes to roles and impact on pay grades are also considered and, while the College has not operated performance related pay, annual appraisal for senior post holders is undertaken and reported on.

*Remuneration for Senior Post-Holders and the Clerk (Governance Professional) is considered in relation to the latest benchmark data for each role, as published in the Association of College's College Senior Pay Survey. This includes data comparison on all colleges nationally, on General Further Education colleges and West Midlands colleges.

3. Staff Headcount

Table 3.1 is provided to contextualise the senior post holders within the broader staff structure. (Previous year's figures in brackets.)

Staff Headcount as at 31 July 2024 (Excluding staff employed by Halesowen College Enterprises Ltd)			
Staff Type	Total Headcount	Total FTE	Percentage – FTE
	530.42 (527.75)	416.45 (396.69)	78.51 (75.17)
College Management Team	9.00 (9)	9.00 (9)	100.00 (100.00)
Teaching	308.92 (311.92)	262.30 (250.90)	84.91 (80.44)
Support	212.50 (206.83)	145.15 (136.79)	68.31 (66.14)

Figures in Financial Statements for College (College only in table) include sessional staff.

4 Emoluments of Chief Executive/Principal

4.1 Emoluments of the Chief Executive/Principal			(from 01/01/2021)		From 01/08/22 – 30/11/22	
	2018/19	2019/2020	2020/2021	2021/2022	2022/2023	2023/2024
Salary	130,560	134,150.62	82,551.56	143,000.00	121,000.00 (incl 73,000.00 contractual payments)	133,835
Performance related pay	n/a	n/a	n/a	n/a	n/a	n/a
Holiday excluding statutory	40	40	40 (20.41 days)	40	5	36
Eligibility for bonus and when paid	n/a	n/a	n/a	n/a	n/a	n/a
Other benefits	n/a	n/a	n/a	n/a	n/a	n/a
Subtotal	130,560.00	134,150.62	82,551.56	143,000.00	121,000.00	133,835
Pension costs (TPS/LGPS)	30,916.60	30,983.48	19,548.20	34,000	11,000.00	28,465
Total	161,476.60	165,134.10	102,099.76	177,000.00	132,000.00	162,300

Principal's pay as the multiple of the median of all staff pay is reported in the ESFA Finance Record and the ratio as recorded in the College's Annual Accounts is 5.1 in relation to basic salary and 5.1 in relation to total remuneration.

4.1.1 Pay of the Principal and Accounting Officer as a multiple of the median pay for staff (the Median earnings includes all salaried staff, but not those employed by Halesowen College Enterprises Ltd).

	Basis of calculation		
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Year	Multiple re Basic Salary	Multiple re Total Remuneration	Staff Median Earnings
2023/2024	5.1	5.1	£26,144 (basic median) £32,319 (basic plus pension median)
2022/2023	5.7	8.3	£24,825 (basic median) £30,386 (basic plus pension median)
2021/2022	6	6	£23,473 (basic median) £28,215 (basic plus pension median)
2020/2021	5.4 <i>In FS rounded up to 6</i>	5.4 <i>In FS rounded up to 6</i>	£25,689 (basic pay) £31.546 (pay plus pension)
2019/2020	4.4	5	£30,683
2018/2019	4.5	5 or below	£28,815

5 Policy on External Appointments (pertaining to the generation of additional income)

Regarding external appointments that generate additional income, senior post holders and the Clerk to the Corporation are required to declare and keep under review their interests, including financial interests.

Contracts of employment for Halesowen College Senior Post-Holders and the Clerk include clauses on exclusivity of service and permissions required regarding other employment or engagements.

There were no external appointments declared that generated additional income.

5.1 Expenses 01.08.23 – 31.07.24

Staff submit expense claims under the College Expense Payments and Benefits Policy, with appropriate levels of approval and evidence required. A summary of expenses across the year is shown below.

1.8.23-31.7-24	Travel	Subsistence	Other	Total
Principal	111.41	18.50	380.00	509.91

6. Remuneration Committee Statement

In considering the detail provided, the Remuneration Committee is satisfied that its annual report provides assurance that it has effectively discharged its responsibilities.