

Annual Statement of Senior Post Holder Remuneration 2023

Introduction

Barking & Dagenham College Corporation adopted the AoC Senior Post Holder Remuneration Code (Code) at their meeting in February 2019.

The Code requires College's to publish a readily accessible annual statement, based on an annual report to its governing body. The purpose of this report is to meet that requirement. The Corporation has determined that the statement will be published on the College website for transparency and ease of access.

Although the Remuneration Meetings took place in 2023, the data and review of performance was for the period 2022/23.

Remuneration Committee

The Remuneration Committee Terms of Reference are available to view on the College website. These are reviewed annually by the Remuneration Committee and were last approved at the meeting held on 30 November 2023 (ratified by the Corporation on 11 December 2023) and fully comply with the Code and ONS requirements.

The Remuneration Committee is responsible for considering the pay and conditions of service of Senior Post-Holders only and not for the wider staff body.

The following members of the Board of Corporation served on the Remuneration Committee up to July 2023:

Chair of the Remuneration Committee:

Evelyn Carpenter until 12 December 2022 replaced by Carole Ditty

Vice-Chair of the Remuneration Committee:

Andrew Brown until 12 December 2022 replaced by Charles Tennant

Members of the Remuneration Committee: Mark Bass until 6 July 2023 replaced by Andy Forbes

During 2023, the Remuneration Committee did not employ additional services of any consultants to advise on the remuneration considerations.

The Remuneration Committee met on the following occasion during 2023:

- 10 July 2023
- 30 November 2023

Minutes of the Remuneration Committee are classified as confidential and are not available publicly. At the meetings the Committee discussed:

- Designation of the role of Deputy Principal – Curriculum & Quality as a Senior-Post
- Committee Terms of Reference
- Pay award for Senior Post Holders
- Arrangements for pay/review and performance/objectives against targets for Senior-Post holders in 2024
- ONS requirements

Senior Post Holders

The Remuneration Committee has considered the remuneration of the following Senior Post Holders:

- Deputy Principal – Curriculum & Quality

As the College has appointed a new Principal/CEO to commence in January 2024, the Committee and Corporation have agreed to defer consideration for remuneration and performance against targets for Senior-Post Holders until the new Principal/CEO is in place.

Remuneration Procedure

All remuneration deliberations are made in the context of the Procedure for Determining the Remuneration of the Senior Postholders and Chief Governance Officer, approved by the Remuneration Committee on 7 October 2019 which is available on request.

Factors to be considered included:

- The median earnings of the College workforce
- The ratio between the current salary of the Principal/CEO and the median workforce salary
- Maintaining competitive salaries, consistency, transparency and fairness
- The performance of the College and targets achieved by the Senior Post Holders measured against the strategic objectives and current position
- Level of awards made since the Senior Post Holder commenced employment with the College
- Current/future financial position of the College
- The current average level of further education sector pay rises based on information available from the Association of Colleges (AoC) RCU Report
- The annual pay award to be offered to the rest of the College staff
- Maintaining competitive salaries, consistency, transparency and fairness.

Choice of comparator college(s)/organisation(s)

To retain staff, the Remuneration Committee consider the market position of Senior Post Holder roles, reviewing this against comparator institutions. The Committee has regard to the latest benchmark data, where available, for relevant roles published in the AoC Senior Pay Survey. The Committee considered salary data for all colleges, colleges in the South East and colleges in London with a turnover of £30m-£40m. This is consistent with the College's forecast budget turnover.

Policy on income derived from external activities is included in the Procedure for Determining the Remuneration of the Senior Post Holders and Chief Governance Officer.

Pay Multiple of the Principal/CEO and the median earnings of the institution's whole workforce

Year	Pay multiple of the Principal/CEO	Median earnings of the College workforce
2016/17	4.3	£30,000
2017/18	5.1	£29,500
2018/19	4.9	£31,000
2019/20	5.1	£30,123
2020/21	5.15	£30,112
2021/22	4.9	£32,988
2022/23	4.6	£33,889

The emoluments of the Principal/CEO are included in the Financial Statements 2022/23.

