

Annual Statement of Senior Post Holder Remuneration 2021

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 2021, the data and review of performance was for the period 2020/21.

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 29 November 2021 (ratified by the Corporation on 15 December 2021) and fully comply with the Code.

The following members of the Board of Corporation served on the Remuneration Committee up to July 2021:

Chair of the Remuneration Committee: Mark Bass
Vice-Chair of the Remuneration Committee: Andrew Brown
Members of the Remuneration Committee Mark Farrar, Evelyn Carpenter

Mark Farrar resigned as Chair of the Corporation in July 2021 and was replaced by Mark Bass. As from July 2021, membership was as follows:

Chair of the Remuneration Committee: Evelyn Carpenter
Vice-Chair of the Remuneration Committee: Andrew Brown
Members of the Remuneration Committee: Mark Bass, Carole Ditty

During 2021, 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 2021:

- 5 May 2021
- 29 November 2021

It is noted that the meeting held on 5 May 2021 was a discussion meeting and not a formal meeting of the Committee.

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

- Designated Senior Post Holder status within the College
- Senior Post Holder status of Chief Finance Officer role
- Committee Terms of Reference
- Pay Review of Senior Post Holders (Principal/CEO and Chief Governance Officer)
- Objectives for Senior Post Holders 2021/22
- Recruitment of Executive team positions and staff turnover
- College Pay Award

Senior Post Holders

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

- Principal/CEO
- Chief Finance Officer
- Chief Governance Officer

Remuneration Procedure

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 the College website.

Factors 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 had 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 Clerk to the Corporation.

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

The emoluments of the Principal/CEO are included in the Financial Statements 2020/21.