

Annual Statement of Senior Post Holder Remuneration 2024

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 2024, the data and review of performance was for the period 2023/24.

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 28 November 2024 (ratified by the Corporation on 16 December 2024) 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 2024:

Chair of the Remuneration Committee: Carole Ditty

Vice-Chair of the Remuneration Committee: Charles Tennant

Members of the Remuneration Committee: Andy Forbes; Molly Makota (as from 2 March 2024).

During 2024, 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 2024:

- 28 November 2024

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

- Appointment of Committee Chair and Vice-Chair
- Committee Terms of Reference
- Statement of Senior Post Holder Remuneration
- Senior Postholder Probationary Reviews
- Arrangements for pay/review and performance/objectives against targets for Senior-Post holders in 2024
- ONS Update

Senior Post Holders

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

- Deputy Principal – Curriculum & Quality
- Chief Governance Officer

As the Principal/CEO and Deputy Principal – Finance & Resources are still within their probationary periods, pay review for these roles was not discussed.

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 |
| 2023/24 | 3.6 | £43,440 |

The emoluments of the Principal/CEO are included in the Financial Statements 2023/24.