



TyneCoastCollege

Senior Post Holder Remuneration Statement 2022/23

1. Introduction

The College is a general further education provider and offers a range of provision across vocational and professional qualifications, from Entry Level up to Higher Education. This includes apprenticeship, adult education provision and a Marine School.

The Board adopted the Association of College's SPH Remuneration Code at its meeting on 10 July 2019 and is committed to the following principles in terms of its remuneration policy:

- A fair and competitive salary offer to attract and retain high performing staff, taking account of the circumstances of the College and evidence about the ability to recruit;
- A framework for SPH remuneration which is fair and informed by information about the range of salaries and the median earnings of all staff and the College's ability to pay;
- Decision-making processes for SPH remuneration that are fair, transparent and accountable.

2. Remit and Membership

The Performance, Appraisal and Review Committee (PARC) has responsibility for undertaking mid-year and year-end reviews of performance objectives set for all Senior Post Holders. A Performance Review report is taken to F&R Committee annually in November of each year, where this report is considered as part of the discussion around the annual salary review of the Senior Post Holders. The F&R Committee makes a recommendation to the Board regarding annual salary reviews.

The College's Senior Post Holders in 2022-23 were:

- Chief Executive Officer – Lindsey Whiterod
- Chief Operating Officer – Jane Cuthbertson
- Director of Governance – Neil Longstaff

Throughout the year ended 31 July 2023 the College's PARC comprised of at least 3 members and included representation from Tyne Coast Academy Trust Board as an element of work and performance related directly to the Academy Trust.

PARC membership for the 2022/23 academic year was:

- George Clark (College Governor)
- Malcolm Grady (College Governor, Committee Chair & Lead)
- Mark Overton (College Governor)
- Mr L Watson (TCAT Representative i.e. Chair of Trust)

The Chief Executive, Lindsey Whiterod, attended the meetings held in 2022-23 but withdrew during discussions regarding her own objectives and recommendations to be

made to the F&R Committee. The Director of Governance clerked all meetings of the committee but withdrew during discussions concerning his own objectives and recommendations to be made to the F&R Committee.

3. Attendance

The PARC held two meetings during 2022-23 – on 17 November 2022 and 16 June 2023. Attendance of members is shown below:

<i>Date</i>	<i>17 Nov 2022</i>	<i>13 June 2023</i>
George Clark	✓	✓
Malcolm Grady	✓	✓
Mark Overton	✓	A
Les Watson	✓	✓

The membership of the Finance and Resources Committee (which incorporates SPH remuneration responsibilities) during the year 2022/23 was as follows:

Attendee	Present	Absent	Attendance %
David Bavaird	2	0	100.00%
Malcolm Grady	4	0	100.00%
Gary Hindmarch	2	1	66.67%
Colin Seccombe	4	0	100.00%
Donya Urwin	4	0	100.00%
Andy Walton	0	1	0.00%
Lindsey Whiterod	3	1	75.00%
Total	19	3	86.36%

4. Terms of Reference

The F&R and PARC Committees terms of reference are attached to this report at Annex A. These terms of reference were reviewed in July 2023 and no amendments were made at that time.

5. Remuneration

The Corporation's approach to remuneration for senior post holders aims to ensure that the College is able to recruit, retain and reward the best staff possible, to deliver the College's strategic objectives and the best outcomes for students, local communities and the economy, while demonstrating effective and efficient use of resources. When determining remuneration, the committee takes into account the context in which the college is operating, including economic factors, competition, market rates and the value delivered by the individual within the role based on a number of components. The committee reviews senior post holder salaries at least annually and also takes account of national benchmarking information provided by the Association of Colleges. The committee accesses internal and external advice on pay as required.

There was an incremental performance-related increase in salary to one Senior Post Holder and one review of salary in 2022-23 taking into consideration information provided by the PARC to the F&R Committee and the AoC's

benchmarking report.

Senior Post Holders receive pension benefits in line with the schemes available to staff, i.e. Teachers' Pension Scheme or Local Government Pension Scheme.

The CEO has an additional benefits package made available to her, this being the use of a car whilst holding the position of CEO. The CEO's salary reflects the dual role of being CEO of both Tyne Coast College and Tyne Coast Academy Trust, a Trust sponsored by the College. The salary also includes approx. £48k annual pension contributions, which are taken as salary by the CEO.

Senior staff within the College also have access to BUPA health care.

6. Pay Multiples

In line with the College Accounts Direction, the pay multiple for the Chief Executive for 2022-23 will be included in the annual report and final accounts.

Relationship of Chief Executive's pay and remuneration expressed as a multiple:

	<u>2021</u>	<u>2022</u>	<u>2023</u>
CEO's basic salary as a multiple of the median of all staff:	8.52	8.65	8.24
CEO's total remuneration as a multiple of the median of all staff:	6.99	6.92	6.84

Information from the most recent AoC Senior Pay Survey suggests the median basic salaries for CEOs range from £110,000 in colleges with a total income band of between £10 million and £15 million up to £172,525 in colleges with a total income band of £50 million and above.

7. External appointments and expenses

- The College includes an exclusivity of service clause in its employment contract.
- There were no instances of the SPHs retaining income generated from external bodies during the year.

8. Equality considerations

Gender pay gap data for the College was considered at the March 2023 F&R Committee and the gender pay gap report was published on the group website and appropriate government website.

9. Severance Payments

There were no severance payments made to senior post-holders during 2022/23.

Signed:



Colin Seccombe

Chair of Finance and Resources Committee

Annex A

TERMS OF REFERENCE FOR THE FINANCE & RESOURCES COMMITTEE

4. Responsibilities of the Committee	4.19	To receive reports on appraisal outcomes for the Senior Postholders and the Director of Governance in relation to the Performance Objectives set.
	4.20	To recommend to the Board any changes to the pay and conditions for the Senior Postholders and the Director of Governance.
	4.21	To undertake an annual salary review for the Senior Postholders and the Director of Governance for approval by the Board.

TERMS OF REFERENCE FOR THE PERFORMANCE, APPRAISAL AND REVIEW COMMITTEE

4. Responsibilities of the Committee.	4.1	To undertake a year-end review to determine whether targets set for all Senior Post Holders and Director of Governance have been achieved taking into account report(s) received from the CEO and Lead Governor for Performance Review.
	4.2	To provide feedback to the Finance and Resources Committee.
	4.3	To undertake a mid-year review of progress towards objectives set for SPHs and Director of Governance to ensure targets are on track or if not, to offer support or initiating action where necessary. Report(s) to be presented from the CEO and Lead Governor for Performance Review.