

MACCLESFIELD COLLEGE

A PURPOSE OF THE REPORT

WHY IS THIS PAPER BEING PRESENTED?

In 2018, Macclesfield College Corporation agreed to adopt the AoC Colleges' Senior Staff Remuneration Code. The Corporation should ensure that Macclesfield College complies with the 'must' and have regard to the 'should' statements set out in the code. The code also has a requirement that the college must publish a readily accessible annual statement, based on the annual report to the Corporation. The purpose of this report is to address this requirement. Macclesfield College's Instrument and Articles of Association confirm that the appointment, grading, suspension, dismissal and determination of pay and conditions for Senior Post Holders are matters for the Corporation.

WHICH OF THE RESPONSIBILITIES OF THE CORPORATION DOES THIS PAPER ADDRESS?

1	Determination and periodic review of the educational character and mission	
2	Oversight of college activities	
3	Developing/approving college strategy	
4	Monitoring outcomes for learners and monitoring achievement of strategy	
5	Effective and efficient use of resources, ensuring the solvency of the college, safeguarding the college's assets	
6	Approval of the annual estimates of income and expenditure	
7	Senior staff employment and remuneration	Yes
8	Modification or revocation of Articles	
9	Meeting statutory responsibilities	Yes
10	Responsibility of the Corporation for its own procedures and activities	Yes

B PROPOSED RECOMMENDATIONS FOR GOVERNORS

Governors are requested to review the content of this report.

C WHAT ARE THE IMPLICATIONS FOR LEARNERS? (including any Equality and Diversity implications)

D SUMMARY

The Macclesfield College Remuneration Committee met on 26 January 2021. The Remuneration Committee discussed the performance and remuneration of the Senior Post Holders in consideration to the AoC benchmarking report, tool and market information including the response from the AoC to Trade Union Pay Claim 2020/21. The Principal attended the meeting to present information in relation to the performance of the Vice Principal for Finance and Resources and the Vice Principal

for Curriculum and Quality, who are Senior Post Holders and left the meeting while her performance and remuneration were reviewed.

The roles designated as Senior Post Holders and reviewed by the Remuneration Committee were the following:

- Chief Executive and Principal
- Vice Principal Finance and Resources
- Vice Principal Curriculum and Quality
- Director of Governance

In consideration of the remuneration for each role, the Remuneration Committee reviewed the latest data from the Association of Colleges' Senior Pay Survey. The Remuneration Committee reviewed the data in relation to the North West, FE colleges across England and turnover. The salary ranges support the Remuneration Committee to determine an appropriate spot point, in addition to reviewing the performance of the individual in relation to the College financial position and any additional information relating to the college overall position.

The Remuneration Committee complies with the AoC Colleges' Senior Staff Remuneration Code and ensure that the Remuneration Committee is not chaired by the Chair of the Corporation.

The Remuneration Committee ensured that the salary ranges set out in the code were fair and a consistent approach and decisions were made. This was compared to the context and financial position of Macclesfield College, the same or similar roles in other FE colleges and experience and performance of an individual.

The Corporation reviewed and ratified the decision of the Remuneration Committee at the Corporation meeting held on 30 March 2021.

Emoluments of key management personnel, Accounting Officer and other higher paid staff

	2020 No.	2019 No.
The number of key management personnel including the Accounting Officer was:	<u>4</u>	<u>3</u>

The number of key management personnel and other staff who received annual emoluments, excluding pension contributions but including benefits in kind, in the following ranges was:

	Key management personnel		Other staff	
	2020 No.	2019 No.	2020 No.	2019 No.
£70,001 to £75,000	2	1	-	-
£80,001 to £85,000	1	1	-	-
£115,001 to £120,000	-	1	-	-
£125,001 to £130,000	<u>1</u>	<u>-</u>	<u>-</u>	<u>-</u>
	<u>4</u>	<u>3</u>	<u>-</u>	<u>-</u>

Key management personnel (including the Accounting Officer) total compensation is made up as follows:

	2020 £'000	2019 £'000
Salaries – gross of salary sacrifice and waived emoluments	292	279
Benefits in kind	-	-
Employer's National Insurance (or Social Security contributions)	<u>36</u>	<u>34</u>
	328	313
Pension contributions	<u>63</u>	<u>54</u>
Total key management personnel compensation	<u>391</u>	<u>367</u>

There were no amounts due to key personnel that were waived in the year, nor any salary sacrifice arrangements in place.

The above emoluments include amounts payable to the Accounting Officer (who is also the highest paid of key management personnel) of:

	2020 £'000	2019 £'000
Salaries paid to Mrs R Kay	129	120
Benefits in kind	-	-
	<hr/>	<hr/>
	129	120
Pension contributions	27	25
Total	<hr/> 156 <hr/>	<hr/> 145 <hr/>

The relationship between the accounting officer's emoluments, expressed as a multiple of all other employees based on full-time equivalents, is set out below for both basic salary and total remuneration.

	2020 No	2019 No.
Basic salary as a multiple of median basic salary of staff	4.46	4.40
Total remuneration as a multiple of median total remuneration of staff	6.39	5.91

E DETAIL

The detail is contained within the report.

F POTENTIAL RISKS (Quality, Learner Experience, Financial, Legal)

Not meeting statutory responsibility.

G DATA SETS

The data is contained within the report.