


Introduction

1. The Senior Post Holder Remuneration Code (the Remuneration Code) forms part of the AoC Code of Good Governance in England as of December 2018; in order to be compliant, college Governing Bodies must adopt or must have due regard for the Remuneration Code (as stated in 9.9 and 9.10 of the AoC Code of Good Governance).
2. Fair and appropriate remuneration is key to the success and development of the college sector. To support governing bodies, the Remuneration Code was developed in consultation with members, governors and college stakeholders. This Remuneration Code will be reviewed every three years, in consultation with the sector.

Notes (Appendix 1) which are designed to assist Governing Bodies in developing their responses. The use of the Z R U G ¶ Virtues Good or enhanced governance practice which institutions are encouraged to adopt.

7. The principles outlined in this Remuneration Code apply to all remuneration decisions affecting the emoluments of the Chief Executive/Principal and other Senior Post Holders as prescribed in constitutional documents. In England, the principles also apply to Senior Post Holders as defined in ESFA accounts direction.

Elements of fair and appropriate remuneration

Fair and appropriate remuneration¹ requires three key elements² namely that there is:

- i. a fair, appropriate and justifiable level of remuneration;
- ii. procedural fairness; and
- iii. transparency and accountability.

Each of these elements are underpinned by several supporting principles.

Element I - A fair, appropriate and justifiable level of remuneration

Remuneration starts with a clear understanding of the responsibilities, context and expected contribution of a role and the attributes required to undertake that role effectively. Fair

Principles

- a) Senior Post Holder remuneration should be determined in the context of
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consideration should be given annually to the rate of increase of the
average

over time and, if it is significantly above any published average, an explanation of why.

The report should also contain:

- e) its choice of comparator college(s)/organisation(s);
- f) an explanation of any significant changes.



Annex 2

Model statement on the non - adoption of the HE Senior Staff Remuneration Code

Context

Securing student success: Regulatory framework for higher education in England sets out that:

In judging whether a provider has in place adequate and effective management and governance arrangements to deliver, in practice, the public interest governance principles that are applicable to it, material that the OfS may consider includes:

- a. The actions of the provider and whether they deliver their applicable regulatory requirements (en-GB)/MCID 1

Explanation of the Decision

The board decided against adopting the CUC Higher Education Staff Remuneration F R G H E X W K D V