



Remuneration Committee

Annual Report to the Corporation 2024-25

REMUNERATION COMMITTEE ANNUAL REPORT TO THE CORPORATION 2024-25

INTRODUCTION

The Colleges' Senior Post Holder Remuneration Code

The Corporation has adopted the AoC Code of Governance, and in turn has therefore adopted the Senior Post Holder Remuneration Code (SPHRC).

This report is produced by the Remuneration Committee for the Corporation, as required by the SPHRC. It fulfils the SPHRC requirement that the Remuneration Committee must publish a readily accessible annual statement, based on an annual report to its governing body, including:

- a) a list of Senior Post Holders within the remit of the Remuneration Committee;
- b) its policy on the remuneration for post holders within the remit of the Remuneration Committee;
- c) its policy on income derived from external activities;
- d) the pay multiple of the Chief Executive / Principal and the median earnings of the institution's whole workforce, illustrating how that multiple has changed 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.

This report covers the 2024-25 academic year: 1 August 2024 to 31 July 2025.

Membership

Membership of the Remuneration Committee for the year ended 31 July 2025 was:

	Meetings attended
Rob Fisher (Chair)	3 / 4
Jo Mountney (Until 12/12/2024)	1 / 1
Sally Garratt (from 16/06/2025)	1 / 2
Bernard Kumeta (from 16/06/2025)	0 / 0
Ben Richards (from 16/06/2025)	2 / 2

The Chair of the Corporation and Principial & CEO also attended all meetings.

The Remuneration Committee includes individuals with an appropriate mix of skills and experience to allow it to discharge its duties effectively and all Members are appointed by the Corporation.

Clerk to the Remuneration Committee

Kay Kavanagh, Director of Governance, served as Clerk to the Committee.

Remuneration Committee Meetings

The Remuneration Committee met four times on the following dates during 2024/25:

- 14 October 2024
- 3 February 2025
- 16 June 2025
- 28 July 2025

The Committee meetings were quorate throughout.

Senior Post Holders

The Senior Post Holders within the remit of Remuneration Committee for the year ended 31 July 2025 were:

Lisa Capper (Until 04/11/2024)	Principal and Chief Executive Officer
Antoinette Lythgoe (04/11/2024 – 13/01/2025)	Acting Principal and Chief Executive Officer
Hassan Risvi (from 13/01/2025)	Principal and Chief Executive Officer
Antoinette Lythgoe (until 05/10/2025)	Chief Financial Officer
Catherine Brierley	Deputy Principal
Nova Abela	Chief People Officer
Kay Kavanagh	Director of Governance

APPROACH TO REMUNERATION

Senior Post Holder Remuneration

Decisions on the salaries of senior post holders are informed by market data including data on other General Further Education Colleges, and if applicable comparable roles in other sectors/organisations of a comparable size, institutional and personal performance and affordability.

Income Derived from External Activities

The code requires colleges to justify any retention of external income by Senior Post Holders in addition to their remuneration. All external appointments or related party transactions are set out in the Financial Statements.

Pay Multiples

The Remuneration Committee intends to take into account the current value for the College of the pay multiple of the Principal and Chief Executive Officer earnings against the median of all staff, and to review how this indicator changes over a number of years. The committee consider if this is significantly above any published average.

Principal/Chief Executive Pay and Remuneration and Multiples:

	2024/25	2023/24
Earnings of highest paid full year salary	£132,000	£149,000
Full time equivalent median earnings of all staff	£33,007	£28,113
Ratio	4.0	5.3
Earnings of highest paid full year salary (inc ER Pension)	£168,000	£189,000
Full time equivalent incl pension of median staff member	£41,886	£33,157
Ratio	4.0	5.7

Principal and Chief Executive's basic salary is 4.0 times (2023/24: 5.3) the median pay of all staff, where the median pay is calculated on a full-time equivalent basis for the salaries paid by the College to its staff. The Principal and Chief Executive's total remuneration, which includes employer pension costs, is 4.0 times (2023/24: 5.7) the median pay of all staff, where the median pay is calculated on a full-time equivalent basis for the salaries paid by the College to its staff. This calculation excludes any staff paid via agency or Protocol.

Explanation of any Significant Changes

The figures above are based on actual salaries paid out to the highest paid role (Principal & CEO) during 24/25, based on three people in post during 24/25.

CONCLUSIONS AND RECOMMENDATIONS

The Remuneration Committee's Opinion to the Corporation

Based on the evidence from papers and minutes of meetings, the Remuneration Committee considers that its and the Corporation's responsibilities have been satisfactorily discharged.

Signed:

Date: 16/12/2025



Rob Fisher
Chair of the Remuneration Committee