



## REMUNERATION ANNUAL REPORT TO THE CORPORATION 2023/24

### INTRODUCTION

Barnsley College Remuneration Committee is a Committee of the Board established under the terms of clause 4 of the Articles of Government (August 2013).

The purpose of the Committee is to advise the Board of Governors on specific remuneration packages of the Principal and other senior post holders. The role of the Committee is specifically to:

- Ensure that senior post holders are fairly rewarded in relation to the individual **contributions to the College's overall performance and**
- To demonstrate to the public that the pay of senior post holders is set by a committee which has no personal interest in the outcome of its decision and which gives due regard to the interests of the public and the financial health of the College.

The Committee evaluates annually the remuneration packages of senior post holders against pre-established goals and objectives and an appropriate peer group.

The Committee is made up of no less than three governors and includes the Chair and Vice Chairs of the Board. The Principal, staff and student governors are ineligible for membership.

Membership of the Committee over the reporting period was as follows:

- Simon Perryman – Independent Governor and Chair of the Board
- Kay Dickinson – Independent Governor and Vice Chair of the Board (to July 2024)
- Helen Jaggar – Chair of the Remuneration Committee, Independent Governor and Vice Chair of the Board.
- Marie Lang – Independent Governor and Vice Chair of the Board (from July 2024)

  

- In attendance: David Akeroyd, Principal and CEO\*
- In attendance: Heather Jackson, Clerk and Director of Governance\*

\* The Principal attended for short sessions of the meetings to provide insights regarding the **performance of his direct reports but was not in attendance for the Committee's discussions** across the wider agenda, review of the benchmarking data and discussions relating to his own remuneration. The Clerk was not in attendance for discussions relating to her own remuneration.

The Committee met on the following dates during the reporting period (2023/24):

- 21 November 2023

**The Committee's terms of reference are reviewed annually and were last approved** by the Board of Governors on 9 July 2024. The remuneration policy for senior post holders was updated on 25 January 2022 and reviewed by Eversheds in September 2024.



In 2018 and 2021 the Association of Colleges (AoC) updated its Colleges' Senior Staff Remuneration Code and the Remuneration Committee has taken this advice into account in producing this annual report.

Senior Post Holders at the College in 2023/24 and covered by this report were:

Yiannis Koursis*	Principal & CEO (to October 2024)
David Akeroyd	Principal & CEO Designate (July 2024 to October 2024) and Principal & CEO (from November 2024)
Gavin Batty	Deputy CEO
Liz Leek*	Deputy Principal Culture, Place and Communities (to August 2024)
Laila Lawton	Vice Principal Finance
Heather Jackson	Clerk and Director of Governance

\*Liz Leek left the College on 31 August 2023, this post was not replaced by senior postholder. Yiannis Koursis left the College on 31 October 2023 and was replaced by David Akeroyd.

A thorough and robust external recruitment exercise using a national agency was undertaken to replace the CEO/ Principal in June 2023. Independent, Staff and Student Governors were involved in all aspects of the recruitment exercise and final decision. Through this process David Akeroyd was appointed and started in the role officially on 1 November 2023 and was in the role of Principal/CEO designate from 1 August 2023.

#### APPROACH TO REMUNERATION

The remuneration committee is concerned with all aspects of the employment of senior post holders, including recruitment, promotion, retention, setting and reviewing performance targets. The committee is also responsible for reviewing and making decisions on the remuneration, terms and conditions of employment of senior post holders, taking account of affordability, comparative information on the remuneration, benefits and conditions of employment from within the further education sector and other organisations of a comparable size/turnover.

The College Appraisal Policy sets out the framework under which appraisals for all staff are carried out twice a year and explains the alignment of individual objectives with the **College's strategic** priorities, purpose and values. In respect of senior post holders, the performance objectives are agreed by the remuneration committee and reports on their performance are provided to the committee to inform their decision making in respect of the consideration of salary progression.

**The College's Pay Policy** applies to all staff but excludes senior post holders. In conjunction with the **Appraisal policy, it is designed to motivate staff to achieve the College's strategic objectives**. The SPH Appraisal Policy was reviewed by Eversheds in September 2024 and the Pay Policy was reviewed in November 2022. It is due for review in December 2024.

Decisions on the salaries of senior post holders are informed by market data including

- requirements of Managing Public Money and Senior Pay Controls following the reclassification of the FE sector by the Office for National Statistics in 2022.
- salary benchmark data for same-level staff in comparable colleges (derived from the AoC Survey of Remuneration of Management staff and Senior Postholders to include colleges in Yorkshire & Humberside and with similar turnover).



- economic conditions and competitive forces within the local community,
- pay awards given to wider college staff
- **affordability, as determined by the College's financial performance**
- whole college performance against strategic objectives and key performance indicators approved by the Board
- individual performance against objectives set as part of the annual appraisal process
- benefits in kind
- pension entitlements

Following the reclassification of the FE sector in November 2022 and the introduction in May 2023 of Senior Pay Controls, the committee also takes into account the requirement for approval for remuneration or pay awards above £150k by the DfE.

In respect of recruitment, the College aims to recruit senior post holders using remuneration packages that are market-competitive and consistent with the existing remuneration structure. In doing so, the College seeks to pay no more than necessary to attract talented individuals. Newly recruited senior post holders are subject to a probationary period and are eligible to receive the same remuneration elements as existing senior post holders, namely salary, set at an appropriate level taking into account the experience and quality of the candidate, and membership of the appropriate pension scheme.

The College does not expect to make special recruitment arrangements outside the standard policy, but may do so in exceptional circumstances in order to secure the appointment of the right candidate.

#### INSTITUTIONAL PERFORMANCE

The College's performance in 2023/24 is detailed in the Annual Report and can be found on the College's website.

#### EMOLUMENTS OF THE PRINCIPAL & CEO

Emoluments of Principal & CEO	2023/24 (£)	2022/23 (£)
Salary	160,625	164,999
Performance related pay	0	0
Benefits	12	12
Subtotal	160,625	165,011
Pension Costs	40,711	39,001
Total	201,336	204,012

#### RATIO TO MEDIAN PAY OF ALL EMPLOYEES

In accordance with the College's Senior Post Holder Remuneration Code, the Corporation is required to disclose the relationship between the CEO's emoluments and that of all other employees as a pay multiple, expressed as follow:



- Principal's basic salary divided by the median pay of all other Corporation employees (all on a full-time equivalent basis) and
- Principal's total emoluments divided by the of all other Corporation employees (all on a full time basis)

The College's median pay for all other Corporation employees in 2023/24 was £28,676 per annum.

The Fair Pay Review published in the Hutton Report for the public sector recommended that an organisation's pay multiple should be no greater than 1:20. The College's pay multiple based on the Principal's basic salary in 2023/24 was 1:5.6 and based on the CEO's total emoluments was 1:7.8. This excludes agency costs.

#### OTHER PAYMENTS AND EXTERNAL POSITIONS

The Principal serves on the following external bodies as a trustee with the approval of the Corporation:

- Wellspring Academy Trust
- South Yorkshire Community Foundation
- South Yorkshire Skills Advisory Board

The Principal also sits on the following committees and groups representing the College.

- Director of Think Barnsley
- Director of BCDC
- Director of Smartstyle
- Director of ITS
- Director of ITrust
- Member of Barnsley Hospital NHS Foundation Trust Council of Governors
- AoC Workforce Strategy Group
- Director of South Yorkshire Institute of Technology
- Director of South Yorkshire Learning Providers Network
- Director of Northern Skills Network
- Member of Barnsley 2030 Board
- Member of Barnsley Town Board
- Member of the Regional CBI Council for Yorkshire and the Humber
- Member of Mixed Economy Group
- Member of National Tertiary Colleges Group
- Member of South Yorkshire Regional Principals Group
- Chair of Learning Barnsley Board
- Chair of Finance & Resources Committee SY IoT

The Principal does not receive any remuneration for this external work.



All expenses paid to senior post holders are solely in reimbursement of expenses incurred in the **furtherance of the business of the College and comply with the College's financial regulations and gifts and hospitality policy.**