

**Annual Statement of Senior Post Holder Remuneration 2020**

**Introduction**

Barking & Dagenham College Corporation adopted the AoC Senior Post Holder

Remuneration Code (Code) at their meeting in February 2019.

The Code requires College’s to publish a readily accessible annual statement, based on an annual report to its governing body. The purpose of this report is to meet that requirement. The Corporation has determined that the statement will be published on the College website for transparency and ease of access.

Although the Remuneration Meetings took place in 2020, the data and review of performance was for the period 2019/20.

**Remuneration Committee**

The Remuneration Committee Terms of Reference *(hyperlink to be included when the Terms of Reference are approved by the Board)* are available to view on the College website. These were reviewed annually by the Remuneration Committee and were last approved at the meeting held on 16 November 2020 (ratified by the Corporation on 14 December 2020) and fully comply with the Code.

The following members of the Board of Corporation served on the Remuneration Committee during 2020:

Chair of the Remuneration Committee: Mark Bass

Vice-Chair of the Remuneration Committee: Andrew Brown

Members of the Remuneration Committee Mark Farrar

Evelyn Carpenter

During 2020, the Remuneration Committee did not employ additional services of any consultants to advise on the remuneration considerations.

The Remuneration Committee met on the following occasion during 2020:

* 9 March 2020
* 16 November 2020
* 4 December 2020

Minutes of the Remuneration Committee are classified as confidential and are not available publicly. At the meetings the Committee discussed:

* Review of SPH
* Review of Title – Clerk to the Corporation
* Recommendations to the Committee
* Appointment of the Chair and Vice Chair
* Remuneration Committee Self-assessment Feedback
* Senior Post Holder Remuneration Code
* Remuneration Committee Terms of Reference
* Median earnings of the College workforce
* Salaries and probationary periods for Executive Team Members
* The review of the performance and targets of the Principal/CEO
* The review of the performance and targets of the Chief Finance & Enterprise Officer and suggested targets
* The review of the performance and targets of the Chief Governance Officer and the contract and job description for this role
* Whole College pay award
* Pension summary
* Succession Planning

**Senior Post Holders**

The Remuneration Committee has considered the remuneration of the following Senior Post Holders:

* Principal/CEO
* Chief Finance & Enterprise Officer
* Chief Governance Officer

**Remuneration Procedure**

Remuneration deliberations are made in the context of the [Procedure for Determining the Remuneration of the Senior Postholders and Clerk to the Corporation 2019.doc](file:///C:\Users\sokanj\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\Remuneration%20Policy\Procedure%20for%20Determining%20the%20Remuneration%20of%20the%20Senior%20Postholders%20and%20Clerk%20to%20the%20Corporation%202019.doc)approved by the Remuneration Committee on 7 October 2019. Factors considered included:

* The median earnings of the College workforce
* The ratio between the current salary of the Principal/CEO and the median workforce salary
* Maintaining competitive salaries, consistency, transparency and fairness
* The performance of the College and targets achieved by the Senior Post Holders
* Level of awards made since the Senior Post Holder commenced employment with the College
* Current/future financial position of the College
* The annual pay award offered to the rest of the College staff

**Choice of comparator college(s)/organisation(s)**

To retain staff, the Remuneration Committee consider the market position of Senior Post Holder roles, reviewing this against comparator institutions. The Committee had regard to the latest benchmark data, where available, for relevant roles published in the AoC Senior Pay Survey. The Committee considered salary data for all colleges, colleges in the South East and colleges in London with a turnover of £30m-£40m. This is consistent with the College’s forecast budget turnover.

**Policy on income derived from external activities** is included in the Procedure for Determining the Remuneration of the Senior Post Holders and Clerk to the Corporation.

**Pay Multiple of the Principal/CEO and the median earnings of the institution’s whole workforce**

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| **Year** | **Pay multiple of the Principal/CEO** | **Median earnings of the College workforce** |
| 2016/17 | 4.3 | £30,000 |
| 2017/18 | 5.1 | £29,500 |
| 2018/19 | 4.9 | £31,000 |
| 2019/20 | 5.1 | £30,123 |

The emoluments of the Principal/CEO are included in the Financial Statements 2019/20