

Annual Report to the Corporation of the Remuneration Committee, Wiltshire College & University Centre, December 2025

Senior Post Holders within the remit of the Remuneration Committee

- Principal and CEO
- Deputy Principal Corporate Resources
- Deputy Principal Curriculum & Quality
- Director of Governance & Compliance (from 14 July 2025)
- (The outgoing Director of Governance post is equivalent to a senior post holder but is engaged as a contractor)

Policy on Remuneration for post holders within the remit of the Remuneration Committee

The current policy of the Committee on remuneration is:

- Senior post holders are determined on the basis of spot salaries and are not placed on incremental scales
- Salaries are reviewed in accordance with contract to ensure their continued appropriateness. Comparisons are made with the AoC Annual Pay Survey and the College has tended to pay at the upper quartile of comparator salaries when determining salaries for advertised posts.
- Whilst comparator salaries in the sector will be kept under review on an annual basis, senior post holders shall either receive the same percentage annual pay award as the remainder of college staff or shall receive no percentage rise.
- No performance related pay scheme shall operate for senior post holders

Senior salaries are normally reviewed annually, referencing the annual pay awards made to all other staff and the Association of Colleges annual Senior Staff Salary survey.

Policy of the Committee on income derived from external activities

It is the policy of the committee that any income from external activities which is attracted to the college by senior post holders shall have no effect on salary. Any fees that senior post holders may be paid for external activities which derive from their college work shall be paid to the college and not to the individual.

Pay Multiple of the Principal and Chief Executive and the median earning of the institution's whole workforce

The Principal's basic salary, which has been compared to the AoC Senior Pay survey data and considered comparable, was for 2024/25 a multiple of 5.78 (2023/24 = 5.88) of the median salary of the college staff. This is considered to be well within the acceptable range in accordance with the AoC Senior Post Holder Remuneration Code.

The Committee's choice of comparator colleges or organisations

In reviewing salaries annually, the committee has used the Association of Colleges Senior Pay Survey data, a survey of colleges nationally, for comparator purposes.

Note of activity during the year

The Committee met in December 2024 and agreed a pay award backdated to 1 August 2024 for the Principal/ CEO and the Deputy Principal Corporate Resources, and the Deputy Principal Curriculum and Quality on successful completion of her probation. Senior staff salaries for the year 2024/25 would be reviewed further once the latest AoC Senior Staff Salary Survey was published, expected to be available in Spring 25.

The committee also considered the proposals for the new post for a Director of Governance & Compliance and agreed that the post be recommended to the Board to be an employee at Director level within the college's pay structure on a part time basis with a workload ranging between 0.6 and 0.8, the exact extent to be agreed with the successful candidate.

The committee met again in July 2025 and agreed to recommend to the Board that the current senior postholders receive a further pay award backdated to 1 August 2024. The outcomes were reported to the Board on 8 July 2025 (external members only were present for this agenda item).

Membership at the first meeting in December 2024 was Justin Purkis (Chair), Jenny Davies and Janet Bolton.

Membership at the second meeting held in July 2025 was Justin Purkis (Chair), Paddy Bradley and Janet Bolton.

Justin Purkis, Chair of the Remuneration Committee, December 2025