

East Coast College's Senior Post Holder Remuneration Annual Report for the year ending 31 July 2024

1. Introduction

This report is prepared in accordance with the Colleges' Senior Post Holder Remuneration Code issued by the AoC Governors Council in December 2018 and covers the year ended 31 July 2024.

East Coast College adopted the Code of Good Governance at its inception in 2017 and this was amended as of December 2018 to reflect that Colleges should adopt and must have due regard to the Colleges' Senior Post Holder Remuneration Code, December 2018. The College adopted in 2023/24 the new AOC Code of Governance which includes as recommended practise the adoption of the college senior post-holder remuneration code.

The Board has in place a Senior Post Holder Remuneration and Appraisal Policy which reflects the Senior Post Holder Remuneration Code and has due regard to the Senior Pay Controls for Colleges introduced after reclassification and the requirements for colleges which arise from their status as central government bodies.

The Colleges' Senior Post Holder Remuneration Code states that:

Each college must publish a readily accessible annual statement, based on an annual report to its governing body.

This report must contain:

- a) a list of Senior Post Holders within the remit of Remuneration Committee;*
- b) its policy on the remuneration for post holders within the remit of 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 sets out to meet those requirements.

2. Membership and Terms of Reference

East Coast College's Remuneration Committee is part of the Governance Remuneration and Search Committee.

For 2023/24 the membership of the Committee was revised and is now made up of the Corporation Chair, Vice Chairs, and the Committee Chairs. The meetings are chaired by one of the Corporation Vice Chairs. The Committee met for scheduled meetings, and to oversee Senior Post Holder and Governor Recruitment.

Members who served during the 2023/24 period were, and their attendance at the main scheduled meetings of the Committees were:

| Governor | Attendance |
|---|-------------------|
| Saul Humphrey (Vice Chair until 19/12/23) | 1/1 |
| Kirk Lower (Vice Chair from 19/12/23 & Chair Quality & Standards) | 2/4 |
| Tina Ellis (Vice Chair) | 3/3 |
| David Blake (Corporation Chair) | 3/4 |
| Ian Lomax (Chair Finance & General Purposes) | 3/4 |
| Jude Owens (Chair People) | 3/4 |
| Peter Lavender (Chair Curriculum Development) | 3/4 |
| Rob Evans (Senior Independent Director until 31/7/2024) | 3/4 |
| Alan Debenham (Associate Governor until 31/7/2024) | 4/4 |
| Stuart Rimmer (CEO until 31/12/2023) | 1/1 |
| Paul Padda (Principal and CEO from 17/04/2024) | 1/1 |

The terms of reference, which are included in the standing orders are available at [Corporation and Governors - East Coast College](#)

3. Senior Post Holders

The College's senior post holder posts, which are those appointed by the Corporation, are:

- Principal and Chief Executive
- Deputy Chief Executive
- Deputy Principals and
- Director of Governance.

During 2023/24 the Committee oversaw changes in the following post holders

- Chief Executive and Principal until December 2023 - Stuart Rimmer
- Principal and Chief Executive Officer from April 2024 - Paul Padda
- Deputy Principal Curriculum, Quality and Learner Experience until April 2024 - Paul Padda
- Deputy Principal Curriculum and Strategic Partnerships - Julia Bates until June 2024
- Deputy Principal – Gary Jefferson from August 2024.

There were no changes in the following posts:

- Deputy Chief Executive - Urmila Rasan
- Director of Governance - Wendy Stanger

National recruitment for Senior Post Holders was supported by Dodd Partners and overseen by the Governance Remuneration and Search Committee.

4. Remuneration

The Governance Remuneration and Search Committee discussed Senior Post Holder Remuneration at a number of meetings. These meetings were chaired by one of the Vice Chairs.

When remuneration of the CEO or the Director of Governance was discussed the respective post-holder was not in attendance or withdrew from that part of the meeting.

When considering Senior Post Holder remuneration for the period of this report and in prior years the Corporation used comparators including the AOC College Senior Pay Survey, data sourced from College's annual accounts, and where available current market data.

5. Policy on Income Derived from External Activities

The Senior Post Holder Code states that:

- *There should be a clear and justifiable rationale for the retention of any income generated by an individual from external bodies in a personal capacity, particularly in respect of full-time post holders.*

The Director of Governance is approved to take on additional consultancy work. This is contracted and invoiced through her limited company and for her National Leader of Governance role through employment by the Department for Education. The remuneration from this work was retained by the post holder.

These additional roles were approved on the understanding that they would not interfere with the post holder's substantive role at the College and due to the personal development and learning that would result for the College and the wider sector.

6. Expenses

All expenses paid to Senior Post Holders are solely in reimbursement of expenses incurred in furtherance of the business of the College and comply with the College's Financial Regulations.

The Deputy Chief Executive's travel allowance which was agreed on appointment has been included in the remuneration figure for 2023/2024 as per guidance from the External Auditors.

The total amount of expenses reimbursed in the year to Senior Post Holders was as follows, the CEO and Principal figure for 2023/24 is an amalgamation of the persons that held the post in the year:

| Senior Post Holder | 2023/2024 | 2022/2023 | 2021/2022 | 2020/2021 |
|--|-----------|-----------|-----------|-----------|
| CEO and Principal | £1675 | £1480 | £1790 | £1583 |
| Deputy Chief Executive | £91 | £18,186* | £18,621* | £3344* |
| Deputy Principal Curriculum and Strategic Partnerships | £0 | £225 | £0 | N/A |
| Director of Governance | £253 | £367 | £229 | £0 |

*Expenses agreed as part of the employment package. Accounting for this has changed following audit advice in 2022 and 2024.

7. Chief Executive and Principal Remuneration and Median Earnings

Stuart Rimmer left his role of Chief Executive and Principal as at December 2023.

The Board determined that the post should be refocused to that of Principal and CEO, and following an external national recruitment campaign, Paul Padda was appointed on 17/4/2024.

The amounts paid in 2023/24 reflect the change in CEO and Principal and are an amalgamation of post holders who held the role in the year:

| Chief Executive and Principal | 2023/2024 £000 | 2022/2023 £000 | 2021/2022 £000 | 2020/2021 £000 |
|-------------------------------|-------------------|-------------------|-------------------|-------------------|
| Salaries | 145 | 160 | 152 | 150 |
| Employers national insurance | 21 | 28 | 20 | 19 |
| Benefits in kind | 0 | 0 | 0 | 0 |
| Other Income (AOC) | 0 | 3 | | |
| Total | 166 | 191 | 172 | 169 |
| Bonus | N/A | 17.5 | N/A | N/A |
| Pension contributions | 35 | 42 | 36 | 36 |

The College's median pay, as at 31 July 2024, was as follows:

| | 2024 | 2023 | 2022 | 2021 |
|-----------------------------|-------------|-------------|-------------|-------------|
| college's median pay | £28k | £25K | £26K | £23k |

The Principal's basic salary, as at 31 July 2023, as a multiple of the median pay is:

| | 2024 | 2023 | 2022 | 2021 |
|--|-------------|-------------|-------------|-------------|
| Principal's basic salary as a multiple of the median of all staff | 5.3 | 6.6 | 5.9 | 6.6 |

8. Deputy Chief Executive

The Deputy Chief Executive was appointed as a senior post holder after a recruitment process in January 2019 and it was accepted by Corporation that on appointment the salary was in excess of benchmark. It was agreed that it represented value for money given her experience and the confidence that the Corporation and external stakeholders had in her.

Remuneration was increased in 2023 as the Deputy Chief Executive was identified as a high flight risk and the Corporation agreed that it was strategically important to retain her due to the considerable risks this would cause given the current projects she was managing and the regard she was held in by the College's funders. To attract a replacement of sufficient calibre would almost certainly require a considerable salary and any appointee would take considerable time to establish the knowledge required given current circumstances.

The Deputy Chief Executive remuneration, which includes in the 2023/24 figures the agreed on appointment travel allowance, is as follows:

| Deputy Chief Executive | 2023/2024 £000 | 2022/2023 £000 | 2021/2022 £000 | 2020/2021 £000 |
|-------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Salaries | 141 | 113 | 102 | 100 |
| Employers national insurance | 18 | 17 | 16 | 13 |
| Benefits in kind | 0 | 0 | 0 | 0 |
| Total | 159 | 130 | 118 | 113 |
| Pension contributions | 25 | 26 | 25 | 25 |

9. Director of Governance

The Director of Governance role is a part time one at 32 hours. Following a review in 2023/24 of the remuneration against benchmark an increase to a full time equivalent figure of £56,375 was agreed. This was based on the AOC Senior Post Holder Remuneration Report's All College median.

The actual remuneration paid is as follows:

| Director of Governance | 2023/2024 £000 | 2022/2023 £000 | 2021/2022 £000 | 2020/2021 £000 |
|-------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Salaries | 44 | 44 | 38* | 30 |
| Employers national insurance | 5 | 5 | 4 | 3 |
| Benefits in kind | 0 | 0 | 0 | 0 |
| Total | 49 | 49 | 42 | 33 |
| Pension contributions | 9 | 9 | 8 | 7 |

*The Director of Governor hours were increased as of 1 March 2022 from 25 to 32 hours which is reflected in the increased remuneration.

10. Deputy Principal Curriculum, Quality and Learner Experience

The Deputy Principal Curriculum, Quality and Learner Experience was in post until 26/2/2024 when they became Interim Principal and CEO and subsequently permanent Principal and CEO on 17/04/2024 and their remuneration is accounted for in the Principal and CEO figures.

11. Deputy Principal Curriculum and Strategic Partnership

The Deputy Principal Curriculum and Strategic Partnerships left the College in June 2024.

The amounts paid are as follows:

| Deputy Principal | 2023/2024 £000 | 2022/2023 £000 | 2021/2022 £000 |
|------------------------------|---------------------------|---------------------------|---------------------------|
| Salaries | 83 | 89 | 21* |
| Employers national insurance | 10 | 11 | 3 |
| Benefits in kind | 0 | 0 | 0 |
| Total | 93 | 100 | 24 |
| Pension contributions | 19 | 20 | 5 |

*The Deputy Principal Curriculum and Strategic Partnerships was appointed in 2021/22 and the 2022 is part year.