

THE COLLEGE OF RICHARD COLLYER
MINUTES OF
THE REMUNERATION COMMITTEE MEETING
HELD ON FRIDAY 11th JUNE 2021 at 15.00

Present: Ms Ann Donoghue, Mrs Barbara Hobday, Dr David Skipp

Apologies received: N/A

In attendance: Mr Dan Lodge, Ms Nicola Whitehead

In the Chair: Mrs Barbara Hobday

1. **Declaration of interests** None.
2. **Minutes (Parts I and II)** from the 4th November 2020 meeting was approved.
3. **Matters arising**

Item 4b: The Principal explained that the appraisal review had been postponed owing to Covid pressures allowing for further consideration of SPH appraisal to be taken into account once underway. *Further discussion was **carried forward**.*

4. **Remuneration Code**

The Clerk explained adoption of the Remuneration Code would continue to be monitored taking into account similar consideration with regard to adoption of a broader governance code. The recommendation to the June Audit Committee would be that, for the 20/21 accounts, we continue to report against the UK FRC Code but should seriously explore adoption of the revised AoC Code once finalised for the 21/22 accounts. Pending that wider review, **it seemed prudent, for a coherent approach, to continue to ‘have due regard to’ rather than adopt the associated AoC Remuneration Code – itself due for review in Autumn 2021.** Members agreed this pragmatic approach whilst wishing to abide by the valuable principles within the Code in making the decisions before the committee.

5. **Performance management and appraisal**

Papers: Performance related pay discussion paper; SMT pay recommendations; SFCA Workforce survey

a) **Performance related pay**

Part Ila minutes: (Criterion a) Personal information related to an individual

b) **Pay Policy**

In the light of the discussion on performance pay, no changes to the current Pay Policy were proposed.

c) **SMT**

The Principal explained that the SMT at Collyer’s had responded strongly to the ongoing challenges of Covid whilst taking the college forward strategically. Realigned roles had worked extremely well and given clarity of communications, line management and links to the new Business and Education Committees that ran in parallel with the F&GP and Q&C committees. Not only had each individual member of SMT performed very well within their remit, they had also had to be more resilient and flexible than ever to respond to Covid. They had also formed a strong team spirit and bond. Members considered the pay recommendations, thanking the Principal for the clear coverage of performance against targets.

Part IIa minutes: (Criterion a) Personal information related to an individual

d) **Clerk**

Carried forward

e) **Principal**

Carried forward

6. Any other business: Members requested a further meeting prior to the Governing Body meeting on 14th July. *(Action: Clerk)*

7. Meeting assessment

Members agreed that there had been fruitful discussion of the PRP proposal but that more consideration was needed. The information provided by the Principal for the SMT had been comprehensive and helpful.

8. Date of next meeting: Additional summer meeting (Post-script: 12th July at 17.00 and Thursday 4th November 2021 at 17.30 (to be confirmed in both cases))

The meeting ended at 16.30.

Chair

Date

11/06/21 NCW