THE CORPORATION OF SUFFOLK NEW COLLEGE

THE COLLEGES' SENIOR POST HOLDER REMUNERATION CODE - ANNUAL STATEMENT TO THE GOVERNING BODY 2025

In accordance with its Articles of Government, the Corporation has established a Remuneration Committee to review all matters relating to the employment, pay and conditions of service and the training and development of those roles designated as Senior Post Holders within the College.

The Code applies to Senior Postholders only.

1. The code consists of three elements.

    i) A fair, appropriate and justifiable level of remuneration,

    ii) Procedural fairness

    iii) Transparency and accountability

Each of these elements are underpinned by several supporting principles.

2. Element i) – A fair, appropriate and justifiable level of remuneration.

The principles under this element help as a reference point for any recruitment process or performance review. Benchmarking takes place each year when salaries are considered. The role of the Remuneration Committee is to review the objectives, pay and performance of the College Senior Postholders, along with being involved in recruitment decisions.

3. Element ii) – Procedural fairness

There are a number of principles under this element and the way that the Remuneration Committee works and operates currently meets all of them.

4. Element iii) – Transparency and Accountability

The requirement of the Code is to publish a readily accessible annual statement, based on an annual report containing various pieces of information. Interpreting the need for it to be readily available, suggests it will be on the College's website. The College produces a statement and information is included in the End of Year Final Accounts on the senior postholders in the college.

Statement

The Governors of Suffolk New College confirm that they have adopted the Remuneration Code and have produced the following statement.

The Code applies to Senior Postholders only and in this case, this is the Principal & CEO, Deputy Principal, and Deputy CEO.

The College's policy on remuneration for Senior Postholders is within the remit of the Remuneration Committee and is considered on an annual basis. The Remuneration Committee is responsible for decisions related to any pay increases for Senior Postholders including, that they will receive increases in cost of living along with the rest of the College; any incremental increases; and involvement in determining the salary for any vacancies.

The Remuneration Committee use data from the AoC Annual Senior Postholder Salary Survey for comparator information relevant to the salaries for Senior Postholders. This data is shared with the Remuneration Committee and is used by them when considering any adjustments to the salaries of current Senior Postholders, or for recruitment processes if there is a vacancy.

The College's policy on income generated by an individual from external bodies in a personal capacity is, that where it relates to activities during college time or linked with the nature of the business of the college, the fees should be given to the college. The individual is able to deduct reasonable expenses.

The pay multiple of the Chief Executive/Principal and the median earnings of the whole workforce is shared with the Committee. This has been calculated at:

22/23 5.64 (139,758 median 24,759)
23/24 5.39 (148,842 median 27,609)
24/25 5.56 (159,348 median 27,957)

At the Remuneration Committee on 1st October 2024, the Principal & CEO was awarded an increment taking him to point 2 on his pay scale. At this meeting, the committee also agreed to award all Senior Postholders a 2.5% cost of living pay award in line with other staff.

The Principal & CEO's mid-year review was completed in February 2025 and was received and agreed by the committee in April 2025.

As of 31st July 2025, the Principal & CEO's salary was £159,348 (inclusive of the 2.5% pay award).

Performance-Related Payments

The Committee approved exceptional, non-consolidated performance-related payments for Senior Postholders equivalent to 15% of salary in respect of 2024/25 performance. The payments were awarded following consideration of organisational performance, achievement of agreed objectives and external benchmarking. Total remuneration for the Principal & CEO for that year was £183,250.20, resulting in a pay multiple of 6.55. The payments did not form part of basic salary and created no future contractual entitlement.

The Committee reviewed the College's pay multiples against available sector benchmarking information and concluded that remuneration remained broadly consistent with sector practice, having regard to the size, complexity, performance and financial position of the College.