**THE CORPORATION OF SUFFOLK NEW COLLEGE**

**Senior Postholder Remuneration Code Annual Statement 2025/26**

The Corporation has adopted the AoC Senior Postholder Remuneration Code and applies its principles of fairness, procedural fairness, transparency and accountability in determining senior postholder remuneration. This statement has been prepared on an "apply and explain" basis.

The requirement of the Code is to publish a readily accessible annual statement, based on an annual report containing various pieces of information. The statement is published on the College website as required by the Code and information is included in the End of Year Final Accounts on the senior postholders in the college.

During 2025/26, the posts designated as Senior Postholders were the Principal & CEO, the Deputy CEO, and the Deputy Principal.

Remuneration matters relating to Senior Postholders are delegated to the Remuneration Committee, which reviews performance, remuneration and succession planning and makes recommendations in accordance with the College's governance arrangements on an annual basis.

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 Committee considers annual benchmarking information drawn from the AoC Senior Postholder Salary Survey and other relevant sector data when determining remuneration. Decisions are also informed by performance against agreed objectives, organisational performance, affordability, value for money and the College's strategic priorities.

The College's policy is that income earned from external activities undertaken during College time or arising directly from College business is payable to the College, subject to the deduction of reasonable expenses.

**Pay Multiple**

The ratio between the Principal & CEO's basic salary and the median earnings of the College workforce was:

- 2023/24: 5.39 (salary £148,842; median £27,609)
- 2024/25: 5.70 (salary £159,380; median £27,957)
- 2025/26: 5.87 (salary £170,277; median £29,007)

The Committee reviewed these ratios against available sector benchmarking information and concluded that remuneration remained appropriate, proportionate and consistent with sector norms, having regard to the size, complexity and performance of the College.

**Performance-Related Payments**

The Committee recommended exceptional, non-consolidated performance-related payments for Senior Postholders equivalent to 13% of salary in respect of 2025/26 performance. The payments were recommended to Corporation for transparency and good governance. Corporation confirmed that it was satisfied that the 2025/26 remuneration awards had been considered independently and was based solely upon achievement against objectives agreed for the current year. Governors acknowledged that the College had again delivered exceptional organisational performance, including strong financial health, successful strategic delivery and continued organisational growth, and concluded that the discretionary performance-related awards were justified. Total remuneration for the Principal & CEO that year was £192,413.01, resulting in a pay multiple of 6.63. The payments would not form part of basic salary and would create no future contractual entitlement.

The Committee reviewed the College's pay multiple 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.

**Assurance**

The Corporation is satisfied that remuneration decisions have been made in accordance with the principles of the AoC Senior Postholder Remuneration Code and that the remuneration of senior postholders is fair, proportionate, transparent and linked to organisational performance. The Corporation is further satisfied that remuneration decisions represent appropriate value for money and support the recruitment, retention and motivation of high-performing leaders.

The Corporation is satisfied that remuneration decisions during the year were:

- aligned to the College's strategic objectives;
- informed by robust performance assessment and external benchmarking;
- affordable and sustainable;
- consistent with the principles of transparency, accountability and value for money; and
- made independently, with no Senior Postholder involved in decisions relating to their own remuneration.

The Committee is satisfied that pay ratios remain proportionate, represent appropriate value for money, and are justified by the Principal & CEO's sustained performance, the College's strong financial position, improvements in learner outcomes, organisational growth, and successful delivery of strategic objectives.

No severance payments were made to Senior Postholders during the year. This statement is published in accordance with the AoC Senior Postholder Remuneration Code.