



## Annual Report on Senior Post Holder's Remuneration 2019/20

### 1. Background

Bolton College's Articles of Association define senior posts as '*such senior posts as the Board with the approval of the University may decide*'. Clause 6.1.6 states that Governors shall be responsible for '*the appointment, grading, suspension, dismissal and determination of the pay and conditions of serColleges' Senior Post Holder Remuneration Code*

This report is produced in accordance with the

[Colleges' Senior Post Holder Remuneration Code](#) (the 'Code') developed by the Association of College Governors' Council published in December 2018. The Board agreed to adopt the Code at its meeting held on 12 November 2019.

The Code includes the requirement that the College must publish a readily accessible annual statement, based on an annual report to its form ItCon p0.5 (i)ur atSe (i) r 5 (i) 6.6 (o)10.5 ( h- Holders. The Code concerns fair and appropriate remuneration and requires three key elements, which are:

- a. a fair, appropriate and justifiable level of remuneration;
- b. procedural fairness; and
- c. transparency and accountability

### 3. Terms of Reference

The terms of reference of the Remuneration Committee are included at Appendix 1.

### 4. Remuneration Committee membership and meetings

The following members served on the Remuneration Committee during 2019/20:

Name	Eligible to attend	Actually attended
Andrew Fawcett (Chair)	1	1
Dr Andrew Roberts	1	1
Professor George Holmes	1	1
Professor William Morris	1	1

The following meeting(j59281r1



In respect of recruitment, the College aims to recruit Senior Post Holders using remuneration packages that are market-competitive and consistent with the existing remuneration structure. Newly recruited Senior Post Holders are subject to a probationary period and are eligible to receive the same remuneration elements as existing Senior Post Holders, namely salary, set at an appropriate level taking into account the experience and quality of the candidate, and membership of the appropriate pension scheme.

### **Explanation of any Significant Changes**

The appointment to the post of Principal was made permanent in January 2019 following an interim appointment that commenced in January 2017. The substantive appointment was made following a full recruitment and selection exercise that included advice from external consultants on an appropriate remuneration package that was consistent with a college that operated within a highly competitive environment in the North West of England requiring a suitably experienced professional with the appropriate levels of expertise to manage and lead a Grade 2 college.

Following the integration with the University of Bolton, the College recognised the additional responsibility



**BOLTON COLLEGE**

**TERMS OF REFERENCE FOR THE REMUNERATION COMMITTEE**



Audit Committee  
Terms of Reference\_