

Statement based on the Remuneration Committee annual report for the academic year 2024/25



1. Introduction

- 1.1 The Corporation has adopted [The Colleges' Senior Post Holder Remuneration Code](#) and embraces increased transparency in reporting on the approach and consideration of remuneration of senior post holders.
- 1.2 This statement is based on the Remuneration Committee's annual report for the year ending 31 July 2025 with regard to the remuneration of the College's four senior post holders - the Principal/Chief Executive, the Deputy Principal, the Vice Principal/CFO and the Director of Governance.

2. Committee information for the year ending 31 July 2025

2.1 Committee membership

- Joanne Chilton
- Stuart Fisher
- Alison Jarrett
- Raj Joshi (temporary membership during the Summer 2025 term)
- Mark Hammond (until 31/03/25)
- Andrew Hanson (Chair)

In accordance with The Colleges' Code for Senior Post Holder Remuneration, the Chair of the Committee was not the Chair of the Corporation.

The Principal was not a member of the Committee.

2.2 Committee meetings

Meetings of the Committee were held on 11 September 2024, 27 November 2024 and 25 June 2025. Overall attendance for these meetings was 93.3%. No staff member was present for the discussion of their own remuneration.

2.3 Committee terms of reference

The Committee's terms of reference were reviewed in-year and a further update was approved by the Corporation in October 2025 (see [here](#) for copy); however, these did not apply to the year being reported on.

2.4 College strategy

In considering remuneration, the Committee and the Corporation remained mindful of the College's performance and the needs of the College to achieve its strategic objectives.

3. Approach to remuneration

- 3.1 The Committee recognises that appropriate remuneration is one of a range of factors to sustain an effective senior staff base able to deliver the College’s strategic aims.
- 3.2 The College falls under and adheres to the Government publication ‘Managing Public Money’, HM Treasury’s ‘Guidance for approval of senior pay: Senior pay controls process’ and other related guidance.
- 3.3 The College strives to remain a good employer and balances recruitment, retention and appropriate remuneration of staff who have fiscal responsibility. This includes consideration of market conditions, benchmarked* comparison data, the College’s financial position, and also due regard to any college-wide pay award. The Corporation is also mindful of equality objectives in striving for greater representation of staff from underrepresented groups at all levels of the organisation.
- 3.4 The Corporation considers changes to both educational and economic landscapes, locally and nationally, and is mindful the College is situated in an area with a high density of FE, sixth form and private training providers.
- 3.5 Significant changes to roles and impact on pay grades are also considered and, while the College has not operated performance-related pay, annual appraisal for senior post holders is undertaken and reported on.

*Remuneration for senior postholders is considered in relation to the latest benchmark data for each role, as published in the Association of College’s College Senior Pay Survey. This includes data comparison on all colleges nationally, on General Further Education colleges and West Midlands colleges.

4. Staff headcount

- 4.1 The table below is provided to contextualise the senior post holders within the broader staff structure (previous year’s figures in brackets).

Staff headcount as at 31/07/25 (excluding HCE staff)			
Staff type	Total headcount	Total FTE	%age FTE
All	520.42 (530.42)	447.07 (416.45)	85.91% (78.51%)
College management team	9 (9)	9 (9)	100% (100%)
Teaching	310.42 (308.92)	288.47 (262.30)	92.93% (84.91%)
Support	201.00 (212.50)	149.60 (145.15)	74.43% (68.31%)

5. Emoluments of senior post holders

5.1 Principal and Chief Executive Officer (CEO)

Emoluments	2018/19	2019/20	2020/21	2021/2022	2022/2023	2023/2024	2024/25
Salary	130,560.00	134,150.62	82,551.56	143,000.00	121,000.00 (incl 73,000.00 contractual payments)	133,835.00	149,000.00
Performance-related pay	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Holidays excluding statutory	40	40	40 (20.41 days)	40	5	36	36
Eligibility for bonus when paid	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Other benefits	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Sub-total	130,560.00	134,150.62	82,551.56	143,000.00	121,000.00	133,835.00	149,000.00
Pension costs	30,916.60	30,983.48	19,548.20	34,000.00	11,000.00	28,465.00	32,000.00
Total	161,476.60	165,134.10	102,099.76	177,000.00	132,000.00	162,300.00	181,000.00

The Principal's pay as the multiple of the median of all staff pay is reported in the DfE Finance Record and the ratio as recorded in the College's Annual Accounts is 5.3 in relation to basic salary and 5.3 in relation to total remuneration.

The table below shows the pay of the Principal & CEO (Accounting Officer) as a multiple of the median pay for staff. The median earnings includes all salaried staff but not those employed by Halesowen College Enterprises Ltd.

Pay median – basis of calculation	2018/19	2019/20	2020/21	2021/2022	2022/2023	2023/2024	2024/25
Multiple - basic salary	4.5	4.4	5.4 (rounded to 6 in FS)	6	5.7	5.1	5.3
Multiple - total remuneration	5 or below	5	5.4 (rounded to 6 in FS)	6	8.3	5.1	5.3
Staff median earnings – basic	£28, 815	£30, 683	£28, 689	£23, 473	£24, 825	£26, 144	£28,007
Staff median earnings – plus pension	-	-	£31,546	£28, 215	£30, 386	£32, 319	£34,125

6. Policy on external appointments (pertaining to the generation of additional income)

- 6.1 Regarding external appointments that generate additional income, senior post holders to the Corporation are required to declare and keep under review their interests, including financial interests.
- 6.2 Contracts of employment for Halesowen College for Senior Post Holders include clauses on exclusivity of service and permissions required regarding other employment or engagements.
- 6.3 There were no external appointments declared that generated additional income during the period being reported.

7. Expenses

- 7.1 Staff submit expense claims under the College’s Expense Payments and Benefits Policy, with appropriate levels of approval and evidence required. A summary of expenses across the year for the Principal is shown below.

	Travel	Subsistence	Other	Total
Principal & CEO	308.90	48.60	407.40	764.90

8. Remuneration Committee statement

- 8.1 In considering the detail provided, the Remuneration Committee is satisfied that its annual report provides assurance that it has effectively discharged its responsibilities.