



education
training
collective

PUBLIC REMUNERATION STATEMENT 2024-25

1. Introduction

At its meeting on 6 November 2025, the Remuneration Committee agreed a detailed Annual Remuneration Report, which was presented to the FE Corporation on 9 December 2025. This statement, which is available on the college website, details key issues arising from this.

2. Remit and Membership

The Remuneration Committee has responsibility for all matters relating to the remuneration and terms and conditions of the College's Senior Post Holders and the Group Director of Governance (Clerk to the FE Corporation).

The group's Senior Post Holders in 2024-25 were:

- Chief Executive and Group Principal – Grant Glendinning
- Deputy Chief Executive (Curriculum) – Jason Faulkner
- Chief Operating Officer – Phil Hastie
- Chief Financial Officer – Fiona Sharp (retired 31 July 2025)
- Chief Financial Officer – Sarah Langstaff (from 16 June 2025)

The Group Director of Governance (Clerk to the Corporation) was Sarah Thompson.

Remuneration Committee membership for the 2024/25 academic year was

- Stuart Blackett (Independent Governor, Committee Member, Corporation Chair)
- Louise Davies (Independent Governor, Committee Member)
- Dot Smith (Independent Governor, Committee Member)
- Gary Wright (Independent Governor, Remuneration Committee Chair)

There are no planned changes to membership for the 2024-25 academic year.

The Chief Executive, Grant Glendinning, attended both Remuneration Committee meetings held in 2024-25 but left during discussions regarding his own remuneration and terms and conditions. The Group Director of Governance clerked all meetings of the committee but left during discussions concerning her own remuneration and terms and conditions.

The Committee held two meetings during 2024-25, on 14 November 2024 and 8 May 2025. Attendance of members across both meetings was 100%. The November meeting considered: salary benchmarking; performance of senior post holders and the Director of Governance; performance objectives for the 2024-25 academic year; and succession planning for senior staff. The committee also agreed an Annual Remuneration Report and Statement. The May meeting was focussed on interim performance reviews in relation to senior post holders and the Group Director of Governance, approval of staffing policies related to senior post holders, and outcomes from the annual review of the performance of the Corporation Chair.

3. Terms of Reference

The committee's terms of reference for 2024-25 are attached to this report as Annex A. The terms of reference were reviewed in November 2024 and updated to reflect updated job titles and a new senior staffing structure.

4. Remuneration Policy

The Corporation's approach to remuneration for senior post holders aims to ensure that the group is able to recruit, retain and reward the best staff possible, to deliver the group's strategic objectives and the best outcomes for students, local communities and the economy, while demonstrating effective and efficient use of resources. When determining remuneration, the committee takes into account the context in which the college is operating, including economic factors, competition, market rates and the value delivered by the individual within the role based on a number of components.

The college is a general further education provider and offers a range of provision across vocational and professional qualifications, from Entry Level up to Higher Education. There is substantial apprenticeship and adult education provision.

The committee reviews senior post holder salaries at least annually and takes account of national benchmarking information provided by the Association of Colleges, as well as regional and national context. The committee accesses internal and external advice on pay as required..

The FE Corporation usually applies any general pay award to staff to senior post holders and the Group Director of Governance. In 2024-25, the Corporation agreed to award a pay increase of 3% effective from 1 August 2024. This took into account an AoC recommendation on pay, as well as the group's financial position. This award was applied to the group's senior post holders and the Group Director of Governance.

Senior Post Holders and the Group Director of Governance receive pension benefits in line with the schemes available to staff, i.e. Teachers' Pension Scheme or Local Government Pension Scheme. There are no additional benefits packages made available to Senior Post Holders or the Group Director of Governance.

5. Senior Post Holder Performance Review

Individual objectives and priorities for the Chief Executive and Group Director of Governance are discussed with the Chair of the Corporation and formally agreed annually with the Remuneration Committee. The Chief Executive agrees annual objectives with the Deputy Chief Executive, Chief Operating Officer and the Chief Financial Officer and these are reported to and ratified by the Remuneration Committee. Objectives reflect the focus for individual roles as well as institutional priorities. The group's Strategic Plan 2023-26 was approved by governors in July 2023 and was based on key priorities identified by governors at the annual Strategic Conference held in February 2023.

6. Pay Multiples

In line with the College Accounts Direction, the pay multiple for the Chief Executive for 2024-25 will be included in the annual report and final accounts. In 2024-25, the Chief Executive's basic salary as a multiple of the median of all staff was 5.43:1 and the Chief Executive's total remuneration as a multiple of the median of all staff was 5.95:1. This is a minimal change from

2023-24 (basic salary as a multiple of the median of all staff at 5.4:1 and total remuneration as a multiple of the median also 5.4:1) and reflects a general trend of minimal change year on year, other than when there was a change of Chief Executive.

Comparative information for 2024-25 is not yet available but comparative information for 2023-24 was considered by the Remuneration Committee. The committee has previously determined that comparator colleges will be selected on the basis of income, provision type and geographic location. This committee considered comparative information in respect of North East colleges as well as colleges of a similar size and with a similar provision type from a wider geographical area. The committee identified that the pay multiple for the Chief Executive was in line with the median pay multiple in colleges with a similar level of income and similar type of provision and within the range of pay multiples across the Further Education sector. Governors believe that the Chief Executive's salary reflects the diversity of the group's provision across a number of campuses.

7. Equality considerations

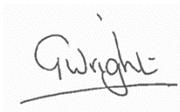
There were no instances where there was a gender-related difference in salary for roles of the same type for Senior Post Holders in the College.

Gender pay gap data for the College group was considered at the September 2024 People Committee meeting and the gender pay gap report was published on the group website and appropriate government website.

8. External appointments and expenses

At its meeting in October 2019, the Remuneration Committee determined that, as a general principle, it was anticipated that Senior Post Holders would not retain income from external appointments and any external income would be repaid to the group. However, circumstances would be considered on an individual basis, with any retention of income approved by the Remuneration Committee for the Chief Executive and by the Chief Executive for other Senior Post Holders (the Chief Executive would report this to the next meeting of the Remuneration Committee). Exceptions could include appointments that were unrelated to a group role and where involvement was wholly outside group time, or appointments where a set payment was made in lieu of expenses that were met wholly by the individual. This expectation is now included in Senior Post Holders' contracts of employment. No retention of income by Senior Post Holders was reported in 2024-25.

Signed:

A handwritten signature in blue ink that reads "G Wright". The signature is written in a cursive style and is positioned above a horizontal line.

Gary Wright, Chair of Education Training Collective Remuneration Committee

Annex A

REMUNERATION COMMITTEE –TERMS OF REFERENCE 2024-25

Composition:	Minimum of three members, no staff or student members are permitted While the Chief Executive is not permitted to sit on the committee as a formal member, he will usually attend all meetings as an adviser (leaving meetings when his own performance and remuneration is under consideration)
Quorum:	Minimum quorum of 3
Attendance:	The Corporation attendance target is 80%. Committee members are therefore expected to attend both of the meetings scheduled in 2024-25
Chair:	Selected by committee, reviewed annually The Corporation Chair cannot chair the Remuneration Committee.
Meetings:	At least one meeting annually
Public access to meetings:	By chair’s invitation, with members’ approval - see Standing Orders Section 12
Conduct of meetings:	See Standing Orders Section 5
Minutes:	Approval, see Standing Orders Section 4 vi
Minutes:	Circulation/publication – see Standing Orders Section 10
Key functions and delegated powers:	<ol style="list-style-type: none"> 1. To conduct its business in accordance with the provisions of the Colleges’ Senior Post Holder Remuneration Code, as adopted by the FE Corporation on 17 October 2019, and taking account of HM Treasury’s senior pay guidance¹ and any other relevant guidance documents. 2. To review the performance of the Chief Executive, other holders of senior posts² and the Group Director of Governance (taking into account the Chair’s appraisal of the Chief Executive and Group Director of Governance and the Chief Executive’s appraisal of other senior post holders); and to report outcomes to the FE Corporation. 3. To agree performance objectives for the Chief Executive, senior post holders and the Group Director of Governance, on the advice of the Corporation Chair and Chief Executive, as appropriate, and report these to the People Committee

¹ See: [Senior Pay Guidance 2023.pdf \(publishing.service.gov.uk\)](#)

² The terms ‘holders of senior posts’ and ‘senior post holders’ refer to employees appointed to posts designated as ‘Senior Post Holders’, currently the Chief Executive, Deputy Chief Executive Officer, Chief Operating Officer and Chief Financial Officer. The committee may consider the performance of other senior managers but this is not a formal element of the committee’s remit and decisions about the terms and conditions of senior managers other than designated ‘Senior Post Holders’ are the responsibility of the Chief Executive.

	<ol style="list-style-type: none"> 4. To consider terms and conditions of service, including job descriptions and remuneration for the Chief Executive, holders of senior posts and the Group Director of Governance and make recommendations to the People Committee. As part of its remit, the committee should regularly review remuneration for the Chief Executive, senior post holders and the Group Director of Governance and ensure this can be justified in light of agreed performance outcomes. The committee is also responsible for ensuring any required approval is sought from the Department for Education in relation to remuneration for new appointments, performance-related pay and pay awards; and for ensuring any application for approval is signed by the Remuneration Committee Chair³. 5. To support with any senior post holder recruitment exercise. Panels for the appointment of senior post holders will include at least one member of the Remuneration Committee. 6. To consider equal pay matters and ensure the College Group's equality and diversity policy is taken into account when considering staff pay. 7. To consider any severance payments to the Chief Executive, holders of senior posts and the Group Director of Governance, in accordance with the Remuneration Code and HM Treasury senior pay guidance, including seeking any legal advice from the external auditors, and to make recommendations to the People Committee. 8. To demonstrate to the public that the pay of the Chief Executive, holders of senior posts and the Group Director of Governance is set by a committee that has no personal interest in the outcome of its decision and which gives due regard to the interests of the public and of the financial health of the College Group.
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³ Currently, approval must be sought from the DfE for:

- remuneration for new appointments (including new roles and new appointments to existing roles) at or above £150,000 and for performance-related pay above £17,500
- pay awards over 9% for existing staff where their remuneration is already at or above £150,000 or where performance-related pay exceeds £17,500 (subject to paragraphs 2.6 to 2.11 of the HMT [Guidance for approval of senior pay](#))
- pay awards over 9% for existing staff which increase remuneration to or above £150,000 or take performance-related pay above £17,500 (subject to paragraphs 2.6 to 2.11 of the above HMT guidance)

	<p>9. To prepare an annual report on remuneration for presentation to the Corporation and an annual Remuneration statement for publication; and to ensure that the annual accounts disclose and justify the remuneration package for senior staff and disclose a comparison between the principal's remuneration and that of other staff.</p>
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