

AQUINAS COLLEGE  
REMUNERATION COMMITTEE

Date: 9 June 2015  
Time: 3.30pm.  
Venue: The College

PRESENT: Mrs. C. H. Dove (Chair), Miss M Braithwaite and Mr L Byrne.

IN ATTENDANCE:

Mr D Pearson           Principal  
Mr. T. Conlon         Clerk to the Governors

1. APOLOGIES FOR ABSENCE

An apology for absence was received and accepted from Mrs E Rice.

2. DECLARATION OF INTERESTS

Governors and Clerk were asked to declare any interest, which they may have in any of the items on the Agenda for this meeting. No interests were declared.

3. MINUTES OF THE PREVIOUS MEETING

The Minutes of the meeting held on 9 June 2014 were agreed as a correct record.

4. MATTERS ARISING FROM THE MINUTES

There were no matters arising.

5. SUCCESSION PLANNING

Mr Pearson advised members that the senior management structure at the college from September 2014 had been as follows:

Principal	Mr D Pearson
Vice Principal	Mr E Moore
Assistant Principal	Mrs D Blackburn (Finance)
Assistant Principal	Mr E Lack (Quality and Curriculum)

Mr Pearson advised Governors that Mr Lack has been appointed as Principal of Connell College in Manchester with effect from 1 September 2015. However, Mr Lack had been released early from his post of Assistant Principal, Curriculum and Quality from 31 May 2015 to allow him time to prepare for his new post. The senior the senior management structure at the college was now as follows:

Principal	Mr D Pearson
Vice Principal	Mr E Moore
Assistant Principal	Mrs D Blackburn (Finance)

In addition two Pastoral Directors were appointed last year.

Mrs Dove asked how the college would manage with a reduced senior management team. Mr Pearson advised Governors that in the short term he would oversee curriculum and quality and devise a new temporary sub structure.

Mr Pearson advised Governors that Mr Moore had indicated that he was considering retiring at the end of the next academic year. He was considering his position and it was anticipated that by the Governing Body meeting on 23 June 2015 it would be clear what Mr Moore's intentions were. Mr Pearson advised Governors that he felt there was a need to replace at Vice Principal level and that the successful candidate would need to be a practicing Catholic. Miss Braithwaite asked if the college could stipulate that a practicing Catholic would be needed for the post. Mr Pearson confirmed that the college can insist on the Vice Principal being a practicing Catholic. Once Mr Moore has indicated when he will retire the Governors will need draw up a timeline for recruiting a replacement and appoint an Appointments Panel. Mr Pearson indicated that he would like the new Vice Principal to start in January 2016 or Easter 2016 at the latest to provide an overlap. It was noted that some Catholic Colleges had advertised for a Vice Principal and had not appointed after the first advert.

The post of Vice Principal would be advertised without any specific skills set. A new senior management structure would then be draw up once the new Vice Principal had been appointed.

#### 6. COMMITTEE TERMS OF REFERENCE

A copy of the current Remuneration Committee Terms of Reference had been circulated to all members prior to the meeting. After a full discussion it was agreed that no changes were necessary.

#### 7. SENIOR POSTHOLDERS REMUNERATION

Mr Pearson provided details from the Association of Colleges Remuneration Survey for all College Principals and Vice Principals along with the same information for Sixth Form Colleges in relation to 2012/2013. Information for 2013/2014 had not yet been published by the Sixth Form Colleges Association. The information showed that the college was in the Lower Quartile for the Principal's salary and in the Upper Decile for the Vice Principal's salary.

Mr Pearson left the meeting at this point

After a full discussion it was:

RESOLVED:

i) That in view of the sustained excellent performance of the college, the salary levels paid to Principals of similar sized colleges, and the need to maintain parity with school leadership scales plus maintaining salary differentials with the Vice Principal, the Principals salary be increased to £105,000, with effect from 1 September 2014.

ii) That to maintain the differential between the Assistant Principals and the Vice Principal, and to retain parity with school leadership scales the Vice Principal's salary be increased to £81,192 with effect from 1 September 2014.

iii) That the Governing Body be recommended to approve the salary increases outlined above.

iv) That the Committee recorded their thanks and appreciation to Mr Pearson and Mr Moore for their hard work and commitment to the College.

The Committee advised Mr Pearson that if he felt it necessary they would be happy to arrange another meeting.

#### 8. DATE OF NEXT MEETING

It was agreed that the meeting would be held on Tuesday 7 June 2016 at 3.30pm.

Signed -----  
Chairperson

Date -----