

AQUINAS COLLEGE

REMUNERATION COMMITTEE

Date: 11 June 2019
Time: 3.30pm.
Venue: The College

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

IN ATTENDANCE:

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

1. OPENING PRAYER

The meeting began with a prayer led by Mrs Dove.

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 meetings held on 5 June 2018 were agreed as a correct record.

4. MATTERS ARISING FROM THE MINUTES

i) Succession Planning – Minute 4

Mr Horton asked if the courses had been delivered internally. Mr Pearson replied that that most of the sessions had been delivered by college staff. He added that there had been follow up meetings within departments. The college had added another tier within the leadership structure of the college to overcome the problem of staff managing colleagues performance when they are friends.

5. SUCCESSION PLANNING

Mr Pearson advised Governors that the senior management structure at the college had not changed from last year and is was as follows:

Principal	Mr D Pearson
Vice Principal	Ms C Vitti
Assistant Principal (Finance)	Mrs D Blackburn
Assistant Principal (Pastoral)	Mr A Bailey

Mr Pearson advised Governors that he was encouraging senior staff to undertake courses in leadership and management. Mrs Blackburn had attended a course organised by the Institute for Financial Directors and Ms Vitti is currently on a Sixth Form College Association course as part of the Senior Leadership Programme, with only one session left which would be at the end of July 2019. There had been 2 applications for this particular course and after discussing the matter with the Chair of Governors it was agreed that Ms Vitti would attend. The course had included a visit to San Francisco. Information from the course would be cascaded to the

Leadership team. Mr Pearson advised Governors that discussions were taking place with Mr Bailey with a view to him attending a similar course as Ms Vitti with the Sixth Form College Association or a Catholic Leadership course organised by the Salford Diocese. Mr Pearson added that Mr Bailey was the most student facing member of the Leadership team but needs to take on a more strategic role within the college. Mrs Dove advised Governors that she had received favourable comments about Mr Bailey's teaching in Ethics.

6. COMMITTEE TERMS OF REFERENCE

After a full discussion it was agreed that no changes were necessary to the Committee's Terms of Reference.

7. SENIOR POSTHOLDERS REMUNERATION

Mr Pearson circulated a paper that provided details from the Sixth Form Colleges Association Survey for all College Principals and Vice Principals for 2018. 74 colleges out of the 90 had provided information. There are now 7 bands depending up on the size of the college and Aquinas is in band 5 but very close to band 6.

The information showed that for Band 5 the college was in the Median for the Principal's and the Upper Quartile for the Vice Principal's salary.

Mr Pearson advised Governors that the Teaching staff pay award backdated to 1 September 2018 was as follows:

3% increase on pay points 1 to 6 inclusive

1.5% increase on points 7 to 9 inclusive

1% increase on responsibility allowances and leadership points

The average cost to colleges is 1.6%, although this varies depending on an individual institution teaching workforce profile. For the college it is around 1.5%. Unlike schools the college cannot claim a Teachers Pay Grant from the DfE to fund the teachers' pay award.

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 £110,127, with effect from 1 September 2018.

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 £72,570 with effect from 1 September 2018.

iii) That the Governing Body be recommended to approve the salary increases outlined above which equate to a 1.5% increase.

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

7. DATE OF NEXT MEETING

It was agreed that the meeting would be held on Tuesday 3 June 2020 at 3.30pm.

Signed -----

Date -----

Chairperson