

AQUINAS COLLEGE

REMUNERATION COMMITTEE

Date: 7 June 2016  
Time: 4.15pm.  
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 meetings held on 9 June and 10 November 2015 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 2016 will be as follows:

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

In addition there are two Directors operating just below Assistant Principal level.

Mr Pearson advised Governors that Ms Vitti had commenced duties on 6 June 2016 as the new Vice Principal. There would be an overlap with Mr Moore who finishes at the end of the Summer Term. Ms Vitti's role will be finalised over this half term. It is anticipated that she will take a lead in curriculum and quality reporting to the Teaching and Learning Committee initially and at a later stage with admissions. In the fullness of time Ms Vitti would attend all the Governing Body Committees.

Mrs Dove asked who would take over the safeguarding role from Mr Moore. Mr Pearson

reminded Governors that Mr Moore had a great deal of experience in this role and that cannot easily be replaced. However, Andy Bailey and Diane Spencer would take on this role and would meet with Mr Pearson and Ms Vitti on a regular basis. It was agreed that Mrs Dove be invited to one of these meetings in her role as Safeguarding Governor.

It was agreed that the staffing structure along with details of their teaching subject and responsibility will be provided in September 2016 for circulation to all Governors.

Mr Pearson advised Governors that Trish Callaghan (curriculum, timetabling and exams) would be reducing her workload as she moves towards to retirement. She would be taken off the teaching timetable and would be used in a support role. This would impact on how the college timetable is produced. Miss Braithwaite asked if the role was busy all year round. Mr Pearson indicated that the specific timetabling issue was at its peak from September to November until students settled on their choice of subjects and that a great deal of planning happens ahead of time.

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 2013/2014. Information for 2014/2015 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 the new Vice Principal's salary.

All staff excluding senior post holders received a pay award of between 0.9% and 1.2% for 2015/2016. The Sixth Form sector is introducing a new performance related pay scheme for teachers in 2016 which will lead to a move to a new pay scale. This will allow staff to be rewarded for good performance by moving up a scale to a maximum point (performance related pay). Support staff have an annual standards payment that they apply for each December.

After a full discussion it was:

RESOLVED:

- i) That due to the financial constraints on the college budget at the moment the Committee felt that it would be inappropriate at this moment in time to increase the pay of the Principal and Vice Principal.
- ii) That the salary of the Principal and Vice Principal remain at the existing level.
- Iii) That the Committee recorded their thanks and appreciation to Mr Pearson and Mr Moore for their hard work and commitment to the College with particular reference to the work involved with the Area Review.

8. DATE OF NEXT MEETING

It was agreed that the meeting would be held on Tuesday 6 June 2017 at 3.30pm.

Signed -----

Date -----