

AQUINAS COLLEGE

REMUNERATION COMMITTEE

Date: 13 February 2024

Time: 3.45pm.

Venue: College

PRESENT: Mrs C H Dove (Chair), Miss M Braithwaite 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. APOLOGIES FOR ABSENCE

An apology for absence was received and accepted from Mr L Byrne.

3. 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.

4. MINUTES OF THE PREVIOUS MEETING

RESOLVED: That the Minutes of the meetings held on 6 June 2023 were agreed as a correct record.

5. MATTERS ARISING FROM THE MINUTES

There were no matters arising that were not covered by the agenda for the meeting.

6. SUCCESSION PLANNING

Mr Pearson outlined the management structure at the college as follows:

a) Senior Management Team

Principal	Mr D Pearson	
Vice Principal	Mr A Bailey	Senior
Assistant Principal (Finance)	Mrs D Blackburn	Assistant
Principal (Curriculum)	Ms C Phillips	

Each member of the Senior Leadership Team would be linked to one or more of the committees of the Governing Body. Mr Bailey deputises for Mr Pearson and is responsible for the pastoral team and complaints among other things, whilst Ms Phillips is responsible for the ISG team that covers curriculum and quality matters. The Senior Leadership Team also includes Mrs L Barlow (Director of Human Resources) and Mrs A Holt (Director Student and Information Services).

Mr Pearson added that he is looking to broaden the SLT from 6 to 8, with additional new posts at Director level from the teaching staff.

b) Improvement Standards Group and Joint Management Group

There are 8 senior tutors and 6 members of the Improvement Standards Group (ISG), these 14 members of staff along with the SLT form the Joint Management Group (JMG). The JMG meets once a term and Mr Pearson advised Governors that he wants the JMG to become more strategically aware of cross college activities.

Mr Pearson advised Governors that the options open to the college to increase the SLT are to appoint from within or appoint externally. However, the posts would include teaching and there are currently no teaching staff vacancies. Conversations have taken place with the Diocese about making the posts restricted to practising Catholics, if this was the case the Diocese would want to be involved in the appointment process. Mr Pearson added that it is important to appoint the best person for the job and that there are good staff within the college who are not practising Catholics. The Instrument and Articles of the college only require the Diocese to be involved in the appointment of the Principal, Vice Principal and Head of RE. Mr Pearson added that if the college became an academy within a Multi Academy Trust within the Diocese that the trustees of the MAT would have more control over how the college is managed.

Mr Pearson advised Governors that that he intends to establish four major project groups and will split members of the JMG into the four groups. He would like to appoint the two new posts to the SLT for the summer term 2024 or for September 2024. It was suggested by Governors that they could be involved in the appointment process.

Mr Pearson reported that Ms Phillips was on the SFCA senior leadership course similar to the one that Mr Bailey had undertaken. In addition, Mr Green, Facilities Manager was about to finish his Leadership and Management course.

Governors thanked Mr Pearson for outlining the succession planning issues that the college had implemented and would face in the next few years.

7. COMMITTEE TERMS OF REFERENCE

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

8. SENIOR POSTHOLDERS REMUNERATION

Mr Pearson circulated a paper to Governors that detailed the pay award for teachers and support staff.

The SFCA negotiates pay on behalf of sixth form colleges and the pay award for teaching and support staff for 2023/2024 had been settled in October 2023. Whilst schools are fully funded for the pay award sixth form colleges are not. However, an increase in the funding rate allowed the SFCA to match the same deal in their collective bargaining without jeopardising college budgets. Teachers had received a pay award of that ranged between 6.5% to 8.44% with the majority of scales receiving a 6.5% pay increase from 1 September 2023.

After a full discussion it was:

RESOLVED:

- i) The Principal's salary be increased by 6.5% to £133,857 with effect from 1 September 2023.
- ii) The Vice Principal's salary be increased by 6.5% to £83,427 with effect from 1 September 2023.
- iii) That the Governing Body be recommended to approve the salary increases for the Principal and Vice Principal as outlined above.
- iv) That the Committee recorded their thanks and appreciation to Mr Pearson and all the college staff for their hard work and commitment to the College.

9. DATE OF NEXT MEETING

It was agreed that the meeting would be held on Tuesday 11 February 2025 at 3.30pm, subject to approval by the Governing Body of the Calendar of meetings for 2024/2025.

Signed -----

Date -----