

CARDINAL NEWMAN COLLEGE

BOARD OF GOVERNORS – REMUNERATION COMMITTEE

A meeting of the above Committee was held at 2pm on **Wednesday 8 May 2019** in the **Principal's Office** at the College.

Members present:

Len Hampson, Chair (F)
Richard Ainscough, Chair (F)
Peter Halpin (F)

Officers in attendance:

Bob Deed, Clerk
Nick Burnham, Principal

MINUTES

1 Opening prayer

The meeting commenced with a prayer.

2 Welcome, introductions and apologies

Apologies were received from Andrew Metcalf and Father Luiz Ruscillo.

3 Declarations of interest

Nick Burnham and Bob Deed noted their interest in senior postholders' policies.

4 Minutes of the last meeting

The minutes of the meeting of the Committee held on Wednesday 24 January 2018 were accepted as a correct record and signed by the Chair (file copy entered).

5 Matters arising from the minutes

No matters arising.

6 Risk register: termly update

The Principal noted that there had been no change in the risk around senior leadership team turnover. He noted the strength at the level of the College leadership team.

7 Senior postholders' remuneration benchmarking

The Principal noted that the survey document was prepared by the Sixth Form Colleges' Association. The Clerk explained that the paper was an extract of the survey relating to senior leaders.

The Principal noted the national teachers' pay settlement rise averaged 1.6% with managers getting a 1% pay rise. He suggested that the senior postholders (and other senior leaders) should not receive pay rise in excess of what other College managers had received.

8 Principal – remuneration and performance

[The Principal and Clerk left the meeting.]

The Committee discussed the Principal's remuneration and his performance over the last 12 months.

[Discussion treated as confidential Reserved Business.]

9 Deputy Principal – remuneration and performance

The Committee discussed the Deputy Principal's remuneration in the light of his performance over the last year.

[Discussion treated as confidential Reserved Business.]

10 Clerk – remuneration and performance

The Committee discussed the Clerk's remuneration and performance.

[Discussion treated as confidential Reserved Business.]

[The Principal and Clerk returned to the meeting.]

11 Head of RE – remuneration and performance

The Clerk noted that the Instrument and Articles designated the post of Head of RE as a senior Catholic post so the post of Head of RE came within the Governing Body's responsibilities for setting the remuneration of senior posts. He noted that previously the Governing Body had agreed that the Head of RE should receive pay rises consistent with the rest of the College's teaching staff until further notice. However, the governance assurance review had recommended that this should be reviewed annually.

[Discussion treated as confidential Reserved Business.]

12 Determination of any items to be treated as Confidential

It was noted that all detailed discussions under items 8, 9, 10 and 11 would be treated as Reserved Business.

13 Date and time of the next meeting

The next ordinary meeting of the Committee will be set in the calendar of meetings but was provisionally shown as 18 September 2019.