



Preston College - Senior Post Holder Remuneration Committee

Annual Statement - 2024/25

This statement is based on the Committee's annual report to the Board considered in February 2026.

Adoption of the AoC Colleges Senior Post Holder Remuneration Code

The Corporation Board adopted the Association of Colleges (AoC) Senior Post Holder Remuneration Code Senior in December 2019. The Code was first implemented during 2019/20.

Corporation's Senior Post Holders

The Corporation had designated two posts in the organisational structure as Senior Post Holders. The designated Senior Post Holders for 2024/25 were:

Mr Simon Nixon - Principal and Chief Executive.

Mrs Clare Rayner – Director of Governance

Mrs Rayner's job title was changed from Clerk to the Board to Director of Governance in January 2025.

The Board removed the Senior Post Holder post of Vice Principal – Finance on 18 September 2024.

Formation of the Senior Post Holder Remuneration Committee and current membership

The College's Senior Post Holder (SPH) Remuneration Committee was formed in June 2020, following Board approval of the Remuneration Committee membership and SPH Remuneration Committee Terms of Reference.

The SPH Remuneration Committee's remit is to advise the Board in respect of:

- the remuneration and conditions of service of the Principal/Chief Executive and other Senior Post Holders;
- policies relating to Senior Post Holder remuneration;
- the annual statement on Senior Post Holder remuneration;
- review of reports relating to Senior Post Holder remuneration and performance.

Committee Membership

The membership of the Committee is: The Chair of the Governing Body, the Vice Chair of the Governing Body, the Chair of the Resources Committee and three other independent governors.

During 2024/25 the membership of the Committee was:

- Mr Steve Browne - Chair of the SPH Remuneration Committee until retirement on 19 March 2025.
- Mr John Boydell - Chair of the Governing Body until retirement on 17 October 2024.
- Mr Neil Garnham - Appointed Chair of Resources Committee from 2 May 2025 and appointed Vice Chair of the Governing Body on 3 July 2025. A member of the SPH Remuneration Committee from 2 May 2025.
- Mrs Tamsyn Haselden – Appointed to the SPH Remuneration Committee by Board written resolution in May 2025 and appointed as Chair of the Senior Post Holder Remuneration Committee on 24 June 2025.
- Mrs Joanne Jones - Chair of Resources Committee until retirement on 1 May 2025.
- Mrs Lynda Mason - Vice Chair of the Governing Body until retirement on 30 December 2024.
- Mr Jose Sedano-Martinez - appointed 4 July 2024 and appointed as Chair of the Governing Body on 18 October 2024.
- Mrs Andrea Willimott - Appointed to the SPH Remuneration Committee by Board written resolution in May 2025 and appointed Vice Chair of the Governing Body on 3 July 2025.
- Mrs Jen Walters - resigned 13 May 2025.

As of 31 July 2025, the Committee membership is:

- Mrs Tamsyn Haselden
- Mr Neil Garnham
- Mr Jose Sedano-Martinez
- Mrs Andrea Willimott

Committee Attendance

In 2024/25 the SPH Remuneration Committee met on two occasions: 3 October 2024 and 24 June 2025. Committee attendance for 2024/25 is shown in the table below.

	Total	Possible
John Boydell	1	1
Steve Browne (Chair until 19 March 2025)	1	1
Neil Garnham	1	1
Tamsyn Haselden (Chair from 24 June 2025)	1	1
Joanne Jones	0	1
Lynda Mason	1	1
Jose Sedano-Martinez	1	2
Jen Walters	0	1
Andrea Willimott	1	1

Board's Approach to SPH Remuneration – Policy and Procedure

The Corporation Board is responsible under the Instrument and Articles of Government for the appointment, grading, suspension, dismissal and determination of the pay and conditions of service of the holders of designated senior posts.

The Board's approach to SPH remuneration should ensure a fair, appropriate and justifiable level of remuneration.

The Resources Committee considers the application of a cost of living pay increase on an annual basis for all staff, including Senior Post Holders, and makes a recommendation to the Board. Any such consideration takes into account the AoC recommended pay award and affordability within the College financial constraints.

The Board approved a Pay Principles Policy for Senior Post Holders (9 July 2020) which states that the College:

- is committed to ensuring and maintaining fair pay principles;
- will take into consideration its responsibility as a public body operating through public funds, when making decisions relating to pay and benefits of Senior Post Holders to ensure that they are fair, transparent and value for money;
- as an employer will ensure that the principles applied to Senior Post Holders reflect those the Board has adopted for staff other than Senior Post Holders;

- in agreeing the salary rate for Senior Post Holders, will be mindful of the principles contained in the AoC document “*The Colleges’ Senior Post Holder Remuneration Code*”:
- ensures that the principle of equal pay for equal value underpins the operation of this Pay Principles Policy for Senior Post Holders.

The Pay Principles Policy for Senior Post Holders outlines the following procedure:

- the Remuneration Committee shall carry out an annual review of remuneration for all Senior Post Holders against relevant benchmarking data to ensure the salaries offered reflect market values for the occupational areas of expertise;
- the Committee shall seek advice on appropriate salary benchmarking information to ensure the remuneration package is sufficient to attract and retain the right candidature for the role; and provides value for money;
- the AoC provides annual salary information to enable external benchmarking comparisons to be made. This information includes recognition of the College income ie an indicator of the size of the College business, the leadership tier at which the role operates and also recognition of regional market value differences;
- the SPH Remuneration Committee will review Senior Post Holders remuneration in the last cycle of the Governance year, and will determine whether or not to recommend to the Board an increase in remuneration to bring the salary of the Senior Post Holder in line with market values and other relevant factors.

The Committee and the Director of Governance to have access to the advice of the Director of Human Resources and access to independent advice if required.

The SPH Remuneration Committee make recommendations to the Board. Any pay award made in respect of a cost-of-living increase is normally payable from 1 August. Any increase in pay agreed as a consequence of the annual salary review will usually take effect from 1st September of that year in line with the pay progression cycle for non SPH staff.

Minutes of the SPH Remuneration Committee are considered by the Board.

SPH Salary Review

Two staff pay awards were made to staff during 2024/25:

December 2024 - 3% effective from 1 August 2024

April 2025 - 2.5% effective from 1 April 2025.

At its meeting on 24 June 2025, the SPH Remuneration Committee completed a salary review for the Principal and Chief Executive and the Director of Governance and made recommendations to the Board.

The SPH Remuneration Committee noted the notional salaries of the Principal and Chief Executive and the Director of Governance if a 4% pay increase was applied and benchmarked this salary.

Following salary review and review of benchmarking data for the Principal and Chief Executive the SPH Remuneration Committee recommended to the Board that the current salary of the Principal and Chief Executive should be increased by a further 1% to be applied after the staff pay award had been made, which would be effective from 1 September 2025.

Following salary review and review of benchmarking data for the Director of Governance, the SPH Remuneration Committee recommended to the Board that the current salary of the Director of Governance should be maintained.

At its meeting on 3 July 2025, the Board approved the recommendations of the SPH Remuneration Committee.

In November 2025, the Board agreed a pay offer of 4.5% for all staff, including senior pay holders with effect from 1 August 2025.

Income Derived from Internal and External Activities

The Pay Principles Policy for Senior Post Holders includes reference to the Corporation policy on SPH Income Derived from Internal and External Activities:

- Senior Post Holders may be required to perform services for any subsidiary of the Corporation. Any such office will normally be without further remuneration, although any expenses reasonably incurred will be payable provided evidence of such expenditure is submitted. In exceptional circumstances, the Remuneration Committee may be asked to consider recommending to the Board payment of an honoraria or ex-gratia payment for service to a Subsidiary;
- the contract of employment for Senior Post Holders requires that it is an exclusive service, with the exception of a declaration of a holding of not more than 5% of any securities in a company which is quoted on a recognised Stock Exchange;
- Senior Post Holders may from time to time be asked or seek to become involved in other businesses to benefit either their professional development or that of the College. Any such undertaking will only be permitted with a resolution of the Board; and any remuneration associated with the office will become income to the College;
- reasonably incurred expenses may be retained or claimed from the College where the arrangement has been deemed to be in the College interest;
- in exceptional circumstances or where the Senior Post Holder is not employed on a full-time basis, the Board may be asked to consider a Senior Post Holder retaining some or all of the income on a personal basis.

There were no external activities undertaken by Mr Nixon and Mrs Rayner during 2024/25 for which they received income.

Principal and Chief Executive Earnings for 2024/25

	2025	2024
Principal's basic salary as a multiple of the median of all staff.	4.99	4.98
Principal's total remuneration as a multiple of the median of all staff.	4.99	4.99

Compliance with the Association of Colleges Senior Post Holder Remuneration Code

The Committee is satisfied that the College is fully compliant with the AoC Senior Post Holder Remuneration Code.

This statement is an explanation of the College's decision not to adopt the Council of University Chairs' (CUC) Higher Education Senior Staff Remuneration Code and instead adopt AoC's Senior Post Holder Remuneration Code (SPHRC).

The Board complies with AoC's SPHRC because:

- both codes cover the same areas and require College leadership to implement similar assurance and compliance measures;
- both have been designed to provide transparency and protect institutional and sector reputation by demonstrating stewardship and leadership in relation to remuneration within their institutions;
- AoC's SPHRC has been designed to be more directly relevant to the circumstances of the colleges;
- AoC's also identified in the Department for Education's 2024/25 accounts direction as suitable for adoption.