



Statement of non-adoption of the HE Senior Staff Remuneration Code

Context

The Office for Students (OfS) Securing student success: Regulatory framework for higher education in England sets out that:

444. In judging whether a provider has in place adequate and effective management and governance arrangements to deliver, in practice, the public interest governance principles that are applicable to it, material that the OfS may consider includes:

- a. *The actions of the provider and whether they deliver the applicable public interest governance principles in practice, including but not limited to:*
 - iv. *Whether the governing body publishes its written commitment to comply with the higher education remuneration code published by the CUC, and the visibility and strength of that commitment, or any explanation provided by the governing body about why it has not published its written commitment to comply with that 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 to adopt AoC's Senior Post Holder Remuneration Code (SPHRC).

Explanation of the Decision

The board decided against adopting the CUC Higher Education Staff Remuneration code but has instead, complied with AoC's Senior Post Holder Remuneration Code (SPHRC) because:

- a) Both codes cover the same areas and require college leadership to implement similar assurance and compliance measures.
- b) 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.
- c) The AoC's SPHRC has been designed to be more directly relevant to the circumstances of the colleges.
- d) The AoC's SPHRC is identified in the ESFA's 2021-22 College Accounts Direction as suitable for adoption, asking for Colleges to adopt either the AoC SPHRC or, for corporations that fall within scope of the OfS accounts direction, The Higher Education Senior Staff Remuneration Code.

Signed: *Sarah Stewart*

Date: *15 March 2023*