



Annual Report on Senior Post Holder's Remuneration 2022/23

1. Background

Bolton College's Articles of Association define senior posts as '*such senior posts as the Board with the approval of the University may decide*'. Clause 6.1.6 states that Governors shall be responsible for '*the appointment, grading, suspension, dismissal and determination of the pay and conditions of service of the holders of senior posts and the Company Secretary/Clerk*'.

The Remuneration Committee has responsibility to make recommendations to the Board on the remuneration and benefits of the Principal/CEO and other Senior Post Holders.

2. Colleges' Senior Post Holder Remuneration Code

This report is produced in accordance with the [Colleges' Senior Post Holder Remuneration Code](#) (TJ0.002 Tw [adop]10.5 (t)) TJ0 Tc 0 Tw 7.315 0 Td()Tj-0.071 Tw 0.207 SenTB Holders. The Code concerns

performance achievements of all Senior Post Holders, the demands of the role, benchmarking information against similar roles in other colleges, market rates in order to recruit, retain and reward such staff whilst seeking to achieve the most effective use of resources available.

In respect of recruitment, the College aims to recruit Senior Post Holders using remuneration packages that are market-competitive and consistent with the existing remuneration structure. Newly recruited Senior Post Holders are subject to a probationary period and

Deputy Principal			
	2022/23	2021/22	2020/21
Salary	£98,000	£95,000	£93,000
Performance related pay	£0	£0	£0
Benefits	£0	£0	£0
Subtotal	£98,000	£95,000	£93,000
Pension costs	£24,000	£24,000	£22,000

/MCID a8.720.

- Wanderers Sport in the Community CIC (Trustee/Director)
- Alliance Learning
- Alliance Learning Training Limited

The College's policy on external activities applies to all staff and an exclusivity of service clause is included in its Senior Post Holder employment contracts. The Principal/CEO holds other positions by virtue of holding the post of Principal/CEO of the College, but does not receive any remuneration for this external work.

All expenses paid to Senior Post Holders are solely in reimbursement of expenses incurred in the furtherance of the business of the College and comply with the College's Financial Regulations. The total amount of expenses reimbursed to the Principal/CEO in 2022/23 was £191.48 and to the Deputy Principal £Nil.

Remuneration Committee 2022/23

Wednesday 20 September 2023

BOLTON COLLEGE

TERMS OF REFERENCE FOR THE REMUNERATION COMMITTEE