Remuneration and Nominations Committee – Annual Statement 2025

This 2025 Annual Statement has been prepared by the University Secretary and Registrar (Clerk to the Board of Governors) on behalf of the Remuneration Committee. The University has used as a basis the Office for Students Guide and Committee of University Chairs (CUC) 'The Higher Education Senior Staff Remuneration Code November 2021'.

Membership

In 2025, membership of the Remuneration and Nominations Committee consisted of:

- Dr Andreas Antona (Independent Member of the Corporation and Chair of the Finance and General Purposes Committee, who Chaired meetings of the Committee when matters of remuneration relating to the Vice-Chancellor and Principal were discussed).
- Michael Wiseman (Chair of the Corporation and ex-officio member)
- Neil Wright (Independent Member of the Corporation)

The Vice-Chancellor and Principal is not a member of the Committee and does not attend any meetings. Reports on his behalf on proposals for staff remuneration are drafted with the University Secretary and Registrar, who presents them on his behalf before leaving the meeting for members to deliberate. No member of staff, including the University Secretary and Registrar and the Vice-Chancellor and Principal, are present for any portion of any meeting of the committee where remuneration of any staff members is discussed.

Responsibilities

The Remuneration and Nominations Committee of the Corporation remains responsible for:

- Considering the remuneration of all post-holders, including that of senior post-holders as defined by the Articles of Government.
- Setting a remuneration framework
- Overseeing any staff severance payments
- Seeking out new Independent and Co-opted Members to the Corporation
- After consideration, making recommendations to the Corporation on both remuneration and nomination matters.
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Approach to Remuneration

The Committee has adopted the CUC Higher Education Senior Staff Remuneration Code**.**

The Committee is committed to considering remuneration equitably and on the basis of institutional and, from time to time, exceptional individual performance. On remuneration of all staff, a broad view of the financial performance of the HE sector is considered and the Committee bases its decisions primarily on the recommendations made by the Universities and Colleges Employers' Association

(UCEA), who negotiate nationally on the University's behalf. When reviewing the performance of the Vice-Chancellor and Principal, the Committee considers the following factors:

- Performance in support of the University's strategic objectives and KPIs in the areas of teaching, management and administration,
- Leadership of staff, partnerships and external relations internationally, nationally and locally and major initiatives and projects;
- The size and complexity of the University;
- The breadth, degree of complexity and level of challenge of the Vice-Chancellor and Principal's role
- The nature of the HR markets, recruitment and retention challenges

In 2025, the Committee received a copy of the recommendations from UCEA and a detailed report outlining the strong financial position of the University in comparison to competitors within the sector. Regular reports from the Executive Director (Finance and Corporate Services) and detailed scrutiny of the audited annual accounts leads it to conclude that the institution is in excellent financial health in a very challenging environment. It was therefore happy to authorise that all staff (including the Vice-Chancellor and Principal) receive the UCEA recommended pay award.

In addition to an ex-gratia bonus payment made to all staff, the committee also awarded a discretionary payment in recognition of exceptional performance by the Vice-Chancellor and Principal against set objectives. Full details are set out below:

The remuneration paid to the Vice-Chancellor & Principal was:

Consolidated and University	*2025 £'000*	*2024 £'000*
Salary	234	231
Bonus	2	2
Discretionary payment	29	23
Benefits in kind	1	1
	266	257
Pension contributions	49	53
Total	**315**	**310**

The Committee's policy on income derived from external activities is that these matters be considered on a case-by-case basis.

Pay Multiple

In 2024/25, the University's Pay Multiple for basic remuneration, i.e. the ratio between the highest-paid member of staff (the Vice-Chancellor and Principal) and the median salary (calculated on a full time basis) paid by the University to its staff, was 6.1 (6.6 in 2023/24).

The University's Pay Multiple for total remuneration, i.e. the ratio between the Vice-Chancellor and Principal's total remuneration and the median total salary (calculated on a full-time basis) paid by the University to its staff, was 6.7 (down from 6.8 in 2023/24).

The Committee continues to review the ratio on an annual basis to ensure it remains at an acceptable level.

M Wiseman
Chair – Remuneration and Nominations Committee