

**Minutes of the meeting of the Remuneration Committee
held at 2.00 pm on Tuesday, 3 November 2020
MS Teams**

Present

Jeremy Parr (Chair)
Jerry Cope
Michael Cutbill
Mee Ling Ng

In attendance

Michael Broadway
Marcelle Moncrieffe-Johnson

1. VC salary and bonus

In the absence of the Vice Chancellor

The Committee approved the recommended 0% increase in annual salary for the Vice Chancellor, in line with the pay freeze for staff.

The committee noted that, as the performance related pay (PRP) scheme rules had been met, the Vice Chancellor was eligible to receive a bonus. Following appraisal, it was agreed that all objectives had been met or largely met for the year. Based on this performance and views of the independent governors the Committee agreed a 7.5% bonus for the year.

2. Executive team bonus

In the absence of the Vice Chancellor

The committee noted that, as the performance related pay (PRP) scheme rules had been met, members of the executive were eligible to receive a team bonus. Based on the recommendations from the Chair of the Board following review of performance against team objectives the Committee agreed a 6.5% team bonus for each member of the Executive.

The committee approved the team bonus objectives for 2020/21 at a maximum of 8%.

3. VC objectives

In the absence of the Vice Chancellor

The committee approved the Vice Chancellor's objectives for 2020/21.

The committee discussed the importance of progressing the EDI objectives in the corporate strategy and requested the Chief People Officer to review

whether a SMART objective on this could be included in the Vice Chancellor's objectives.

4. **Remuneration Committee Report to Board of Governors**

In the absence of the Vice Chancellor

The committee approved the annual remuneration report subject to amendments following the committee's decisions at the meeting. The committee noted that the report would be included in the annual report and accounts and be published.

**Date of next meeting
2.00 pm, on Tuesday, 22 June 2021**

Confirmed as a true record

..... (Chair)