

**Minutes of the meeting of the Remuneration Committee
held at 2.30 pm on Tuesday, 22 June 2021
MS Teams - MS Teams**

Present

Jeremy Parr (Chair)
Jerry Cope
Michael Cutbill
Deepa Shah

In attendance

Michael Broadway
Marcelle Moncrieffe-Johnson
David Phoenix

1. Welcome and apologies

No apologies had been received.

The Chair welcomed Deepa Shah to her first meeting of the committee.

2. Declarations of interest

The committee noted the interests of David Phoenix and Marcelle Moncrieffe-Johnson in relation to the policies under discussion at the meeting.

3. Minutes of the previous meeting

The committee approved the minutes of the meeting of 3 November 2021. Members of the committee were requested to approve the confidential minutes of the meeting of 3 November 2020 by email.

{Secretary's note: the committee members approved the confidential minutes of the meeting of 3 November 2020 by email on 25 June 2021}.

The committee approved the minutes of the decision taken by email on 30 March 2021.

4. Matters arising

The committee noted that the three year review of executive salaries had been deferred and would report to the November 2021 committee meeting.

5. Senior remuneration policy review

The committee noted the senior remuneration policy which had been reviewed. No changes to the policy had been recommended.

The committee requested clarity and consistency on the Vice Chancellor's job title in this policy and other policies as he is also the Group CEO.

6. Severance policy for senior managers review

The committee noted the severance policy which had been reviewed. No changes to the policy had been recommended.

7. External income policy

The committee noted the external income policy which had been reviewed. No changes to the policy had been recommended at this stage.

The People and Organisational Development Team planned to review LSBU's approach to external income and interests for all staff. The intention is that the policy for staff is reflected at executive level. The committee requested that benchmarking against institutions that LSBU aspires to be like is considered in the review.

8. Committee terms of reference

The committee noted its slightly revised terms of reference, which had been updated to reflect the role of the SBA and SBC remuneration committees in decision-making for the PVC (Compulsory Education)'s remuneration.

The committee recommended its revised terms of reference to the Board for approval.

9. OfS accounts directive - remuneration requirements

The committee noted that the OfS had not published an updated accounts directive for 2020/21 accounts. The disclosures regarding senior staff remuneration remained the same as in previous years.

**Date of next meeting
2.30 pm, on Tuesday, 2 November 2021**

Confirmed as a true record

..... (Chair)

