

Decision of Remuneration Committee  
by email on Tuesday, 30 March 2021

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	<b>CONFIDENTIAL</b>
Paper title:	Appointment to the Provost
Board/Committee:	Remuneration Committee
Date of meeting:	By email – 30 March 2021
Author:	Alex Bush- Group Director of People
Sponsor:	Marcelle Moncrieffe Johnson – Chief People Officer
Recommendation:	To agree the appointment to the post on the terms set out below

## **1. Background**

Following a competitive recruitment process led by Odgers Berndtson Executive Search an offer of employment has been made to Tara Dean as Provost with an expected start date of 1<sup>st</sup> September 2021.

## **2. Terms of employment**

The proposed terms of employment are as follows:

- Salary: £155,000 plus a 20% bonus (10% individual and 10% team, non-consolidated) linked to performance and in line with policy on executive bonus payments.
- Probation – 12 months
- Notice – 6 months
- Annual Leave – 30 days
- Benefits – Private Medical Insurance
- Re-location allowance of up to £5,000
- Executive member terms and conditions

## **3. Recommendations**

The appointee has indicated a wish to opt out of the Teacher's Pension and take an annual cash equivalent sum instead. It is recommended this is paid at 13 % of basic pay per annum, payable in 12 equal instalments and reviewed annually in line with pay. The 13% calculation is based on percentage contribution in lieu of pension rates agreed by Remuneration committee.

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