

TELFORD
COLLEGE

Remuneration Committee
Annual Report
2024-25



Annual Report
of the
Remuneration Committee

2024/25

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1. Introduction

The purpose of the Remuneration Committee is to advise the Corporation on the remuneration and terms and conditions of employment of the college's senior post holders (SPH's). The SPH's at Telford College for the academic year 2024/25 were the:

- Principal & Chief Executive Officer (Principal / CEO)
- Governance Professional
- Chief People Finance & Operations Officer (CPFO)

The members of the Remuneration Committee are taken from members of the Telford College Corporation (with the exception of the Principal, staff governors and student governors). At the time of writing, the members of the committee are C.Pallett, G.Bleasby, N. Headley and R.Matthews.

C.Pallett, as Vice Chair of the Corporation, is the Chair of the Remuneration Committee. The committee's membership and its chairing arrangements are reviewed and approved annually by the Corporation. The Remuneration Committee last met on 26 September 2025.

2. Strategic objectives

Telford College's key strategic objectives, from the Strategic Plan 2021-26, in place for 2024/25 were as follows:

- **Students/People:** We will maximise opportunities for students, through flexible and blended learning strategies, to develop skills and achieve aspirations.
- **Skills/Productivity:** We will support employers to drive business change, innovation and investment, and we will make a major contribution to the economic success of The Marches Area and the West Midlands.
- **Community/Place:** We will foster healthy and connected communities, and we will provide our staff with the opportunity to develop their skills and careers.
- **Financial:** We will embed financial sustainability by taking advantage of new opportunities and remaining efficient in the use of our resources.

3. Approach to remuneration

The Senior Post Holders (SPH) have been in post since 2023 (Governance Professional) and 2024 (Principal / CEO and Chief People, Finance & Operating Officer); 2024 being the most recent time the Corporation went through a recruitment process for SPH's when they recruited to the post of Principal / CEO. During a recruitment process and setting of the remuneration for SPH's, consideration is given to the relevant factors faced at the time such as the position of the College, the challenges and scrutiny the college is facing and prevailing market conditions, to attract the most appropriate staff.

With regards to remuneration, the Corporation acknowledges there is a balance to be struck between recruiting, retaining and rewarding the best staff possible, to deliver the best outcomes for students, society and the economy, whilst demonstrating effective use of resources. With this in mind, a number of factors are taken into consideration when setting remuneration of SPH's – economic factors, competition, market rates, the role and the skills, experience and individual performance of a candidate/SPH.

There may be occasions where SPH's are asked to undertake work outside their college roles. Where this is the case, there will be clear and justifiable rationale for the retention of any income generated by an individual from external bodies in a personal capacity, particularly in respect of full-time post holders.

During 2024/25, the Principal / CEO was set objectives upon which a performance related payment (PRP) was made. Further benefits received were similar to that of all staff members, including the option to be part of the appropriate pension scheme – the Teaching Pension Scheme or the Local Government Pension Scheme. The Committee ensured that all elements of senior post holder remuneration were set and applied in accordance with relevant HM Treasury and Department for Education requirements. This included consideration of pay awards and performance-related payments against applicable approval thresholds.

There was one change in SPH's during the 2024/25 academic year. The Corporation exercised its discretion under *Articles 1(i) to determine senior post holders* and designated the existing CPFO post as a SPH position. Because there was no vacancy, Article 10.1 was not triggered and national advertisement was not required.

4. Institutional performance

Over the academic year 2024/25

- Telford College remained focused on achieving 'Outstanding', following its inspection in December 2024 where 'Good' was achieved.
- Financial health for the year was confirmed as 'Outstanding' by the DfE for a fourth year
- Collaboration and influence at local and regional level continued to improve through collaborative projects in the town centre and membership of Telford Invest, Telford Town Deal Board, Telford Business Board, Telford & Wrekin Vision 2032, and Marches LEP; and working with the West Midlands Combined Authority (WMCA) and College West Midlands (CWM).

5. Executive pay

As shown in Table 1, a summary of the total remuneration for the Telford College Principal /CEO over the past four years (expenses rounded to the nearest £1).

Emoluments of the Principal / CEO				
	2021/22	2022/23	2023/24	2024/25
Salary	£150,000	£160,650	£163,863	£152,440
Performance related pay	Nil	Nil	Nil	£15,244
Benefits	Nil	Nil	Nil	Nil
Expenses incurred	£721	£1,262	£1,532	£507
Total	£150,721	£164,912	£165,395	£168,191

Table 1: Emoluments of the Principal / CEO

The Principal / CEO was appointed with effect from 1 August 2024 on a starting salary of £148,000, which was within the Department for Education’s approval threshold at the point of appointment.

During the year, a 3% pay award was applied to all staff across the organisation, increasing the salary to £152,440. In line with HM Treasury senior pay controls guidance, pay awards below 9% do not require approval, even where this results in salary exceeding the threshold.

As shown in Table 2, data from the Association of College’s Senior Pay Surveys for 2022, 2023, 2024 and 2025 which were published in April 2023, May 2024, May 2024 and February 2026 respectively, shows the median salaries both nationally and from across comparator groups for Telford College.

AoC Senior Pay Survey 2025 - College Principal & CEO													
Comparator group	Base	Lower Quartile				Median				Upper Quartile			
	2025	2022	2023	2024	2025	2022	2023	2024	2025	2022	2023	2024	2025
Overall salary levels for Principal/CEOs	174	£127,458	£133,072	£137,350	£147,139	£145,766	£150,000	£159,287	£164,164	£162,758	£170,000	£174,700	£181,447
Salary levels for Principal/CEO by Gender	78 Female	£125,408	£130,000	£137,229	£149,350	£145,000	£148,677	£159,519	£164,599	£160,000	£161,264	£173,058	£177,512
	94 Male	£133,385	£136,867	£137,425	£142,615	£146,251	£155,311	£158,808	£163,300	£164,000	£175,124	£177,433	£183,595
Principal/CEO salary by college income band £25m to £30m (All Colleges)	14	£139,706	£147,399	£145,000	£145,000	£145,244	£150,098	£151,529	£149,175	£154,250	£157,000	£159,384	£159,746
Principal/CEO salary by college income band £25m to £30m (General FE Tertiary Colleges)	7	£142,334	£148,484	£150,649	£146,500	£145,969	£150,098	£151,529	£149,000	£155,000	£156,206	£159,384	£149,425
Overall salary levels for Principal/CEO by Region: West Midlands	21	£129,514	£116,788	£129,738	£145,000	£152,500	£150,873	£151,528	£156,000	£166,359	£177,172	£170,800	£174,000
Overall salary levels for Principal/CEO by type: General FE College	114	£127,000	£125,000	£132,428	£142,315	£146,044	£150,066	£157,196	£160,000	£159,738	£162,068	£170,891	£174,778

Source: Association of Colleges National Senior Pay Survey 2025

Table 2: Benchmarking of Principal / CEO Salary by Comparator Groups

The salary of the Principal & Chief Executive at Telford College for the academic year 2024/25, (illustrated in Figure 1):

- was between the lower quartile and median figures for all Principals/CEOs.
- was between the lower quartile and median figures for female Principals / CEOs.
- was between the lower quartile and median figures for male Principals / CEOs.
- was between the median and upper quartile for all colleges with a similar income to Telford College.
- was above the upper quartile figure for General FE colleges with a similar income level to Telford College
- was between the median and upper quartile figures for colleges in the West Midlands.
- was between the lower quartile and median for General FE colleges overall.

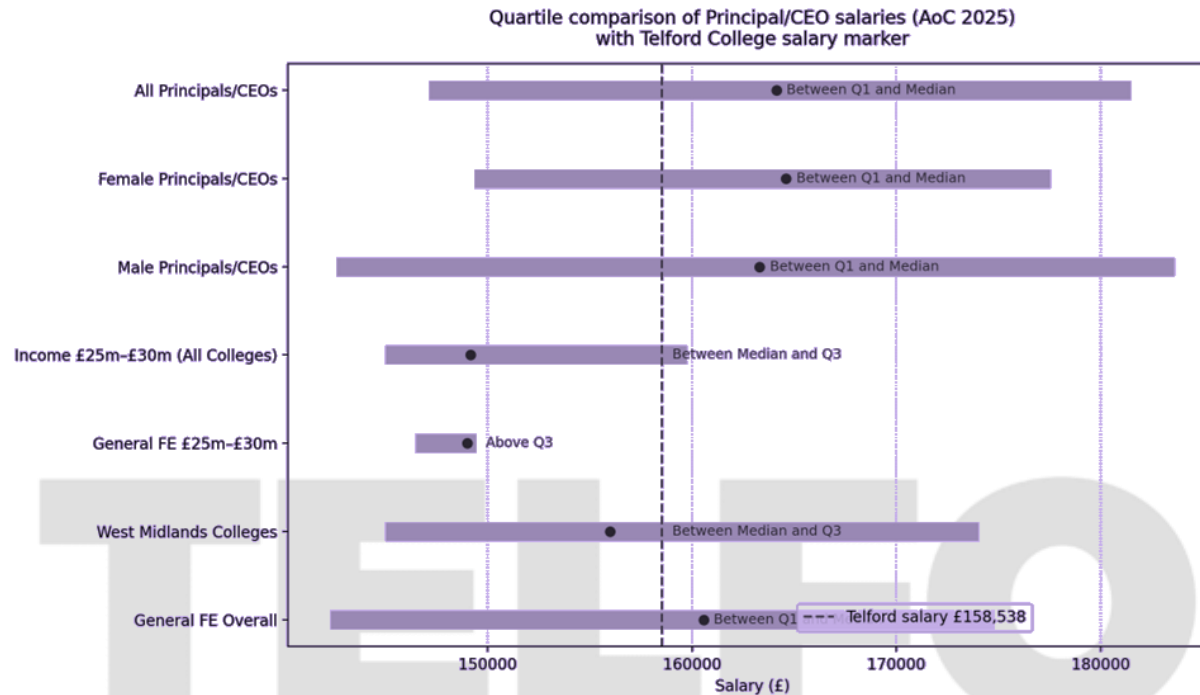


Figure 1: Position of Principal / CEO Salary Relative to Comparator Quartiles

The value of the pay multiple of the Principal & Chief Executive’s earnings in 2024/25 against the median of all staff, compared to previous years, as shown in Table 3:

Median pay multiple				
Year	No of employees	Total salaries	Median salary	Pay multiple
As at 31 July 2022	405	£10,343,125.12	£25,670.66	5.84
As at 31 July 2023	387	£10,414,345.57	£25,451.01	6.43
As at 31 July 2024	407	£11,624,354.25	£25,380.69	6.46
As at 31 July 2025	450	£12,973,790.98	£23,763.56	6.41

Table 3: Median Pay Multiples

Please note: the median pay multiple has been calculated based on actual salaries, rather than FTE salaries. Casual (zero-hours) employees have been excluded from the calculation and the figures are net of any employer contributions.