



Remuneration Committee Minutes

Meeting	Remuneration Committee	Date	Tuesday 24 November 2020
Location	Teams Meeting (virtual)	Time	10.45am
Membership	Jonathan Clarke (Chair), Charles Buchanan, Jo Worby, Peter Cheney and Graham Razey		
In Attendance	Sharon Hollingsworth (Director of Governance) Kerry Hickmott (Minutes)		

** Italics notes absence*

		COMMENTS	ACTION
1	Welcome and Apologies for Absence	The Chair welcomed members to the meeting. There were no apologies.	
2	Declarations of Interest	There were no declarations other than those previously declared.	
3	Minutes of Meeting held on 19 May 2020	The minutes of the 19 th May 2020 were agreed as an accurate record of the meeting. The remote e-signing of the minutes will be undertaken by the Chair following the meeting.	
4	Matters arising not covered by this Agenda:	None.	

5	Remuneration of Senior Post holders	<p>GR informed the committee that following the independent report that had been commissioned from Peridot Partners to look at the benchmarking of salaries of senior postholders, the report advised that the current salaries of these roles were competitive however a lot of comparisons were not definitive. SH was requested to forward a copy of the report to JW and PC, for information.</p> <p>Governors were supportive of the recommendations contained in the paper.</p> <p>Agreed: The Committee agreed to remunerate the Deputy Chief Executive 1% in 2020-2021 and 2.5% in 2021-2022; and to remunerate the Chief Financial Officer £5,000 in 2020-2021 and a further £5,000 in 2021-2022.</p>	SH
6	Remuneration of the CEO	<p>[GR; SH and KH left the meeting for this item] This item was considered confidential and will form part A</p>	
7	Remuneration of the Chair	<p>The Director of Governance advised that confirmation had been received from the Charity Commission authorising payment to Charles Buchanan at a maximum of £25,000 per annum for a maximum of two years. The Order made under section 105 of the Charities Act 2011. The Performance review of the Group Chair was noted.</p> <p>Noted: the updated position regarding the Remuneration of the Group Chair and the Performance Review of the Group Chair</p>	
8	Any other business	None.	
9	Matters considered confidential	There were no items considered confidential at the meeting.	

10	Date and Time of Next Meeting	Tuesday 9 th March 2021, 10.30am.	
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There being no further business the meeting closed at 11.15am

Signed: 

Print: Jonathan Clarke

Date: 6th April 2021