

Annual Remuneration Statement 2024-2025



Introduction

EKC Group Board of Governors adopted the Association of College's Further Education Code of Good Governance and the associated The Colleges' Senior Post Holder Remuneration Code, in accordance with the code, publishes this annual statement on the remuneration of its senior post holders.

Senior post holders are appointed by the Board of Governors.

Between September 2024 and August 2025, the senior post holders within the remit of the Remuneration Committee were:

Graham Razey	Chief Executive Officer
Lucy McLeod	Chief Executive Officer
	Deputy CEO
Victoria Copp-Crawley	Deputy CEO
Paul Sayers	Assistant CEO Information and Strategy
Dan Shelley	Assistant CEO Infrastructure & Transformation
Nick Holbrook-Sutcliffe	Assistant CEO Education
Sharon Hollingsworth	Director of Governance
Jack Collison	Director of Corporate Services and Governance

The Board of Governors operated a Remuneration Committee during September 2024 – August 2025 consisting of the following independent governors:

- Miranda Chapman (Committee Chair)
- Charles Buchanan (Chair of Governors)
- Joanna Worby
- Peter Cheney

The Group Chief Executive Officer acts as an Officer in Attendance for Remuneration matters other than their own.

The Committee's Terms of Reference are annexed to this statement.

Approach for Senior Post Holder remuneration

The Remuneration Committee aims to retain highly talented and effective senior post holders in order to deliver the Group's strategy and to achieve the best outcomes for students, communities and employers while ensuring effective use of resources.

The Committee reviews the performance of each senior post holder annually and has responsibility for making decisions on the remuneration and terms and conditions of employment of senior post holders.

To inform its decisions the Committee takes account of affordability, comparative information on the remuneration benefits and conditions of employment from within the further education sector (using data from the most recent AOC Senior Pay Survey of colleges with a similar income level, location and scope of operations), and other organisations of a comparable size/turnover.

Emoluments

Chief Executive Officer

A new Chief Executive Officer was appointed in April 2025. The Chief Executive Officer is the Group Accounting Officer and the highest paid member of staff. The salary of the CEO at the end of the academic year is outlined below.

	2022-2023 £'000	2023-2024 £'000	2024-2025 £'000
Salary	190	204	200
Benefits in kind	2	1	1
Total	192	205	201
Pension Contribution	45	59	37

In accordance with the College's Senior Post Holder Remuneration Code, the Corporation is required to disclose the relationship between the CEO's emoluments and that of all other employees as a pay multiple, expressed as follows.

2022-2023

£'000

6.6

*CEO's basic salary
as a multiple of the
median of all staff*

6.9

*CEO's total
remuneration as
a multiple of the
median of all staff*

2023-2024

£'000

7.1

*CEO's basic salary
as a multiple of the
median of all staff*

7.7

*CEO's total
remuneration as
a multiple of the
median of all staff*

2024-2025

£'000

6.5

*CEO's basic salary
as a multiple of the
median of all staff*

6.5

*CEO's total
remuneration as
a multiple of the
median of all staff*

External Appointments

The Previous CEO (GR) served on the following external body in his capacity as CEO of EKC Group:

- National Leader of Further Education

The CEO does not receive any remuneration for this external work. The Group receives a payment in respect of the Chief Executive Officer's activity as a National Leader of Further Education of £15,000 which covers expenses incurred in the fulfilment of this duty and is not passed on to the CEO.

The Previous (GR) and New (LM) CEO hold directorship/ membership of:

- EKC Schools Trust and The Yarrow hotel, a subsidiary company of the Group for which no additional remuneration is received.

Expenses

All expenses paid are solely in reimbursement of expenses incurred in the furtherance of the business of the Group and comply with the Group's Financial Regulations and Expenses Policy and Guidelines.

The total amount of expenses reimbursed during 2024-25 to the Chief Executive Officer was: £1321.

Annex: Terms of Reference for the Remuneration Committee

1 Purpose

- 1.1 Remuneration Committee makes recommendation to the Governing Body on the remuneration and employment terms and conditions of senior post holders and, subject to charity commission mandate, the remuneration of the Chair of the Governing Body.

2 Membership

- 2.1 The membership of the Committee shall be 3 independent members plus the Chair of the Governing Body. The Group Chief Executive Officer (CEO) acts as an Officer in Attendance for Remuneration matters other than their own. The Chair of the Governing Body is not involved with determining their own remuneration matters.
- 2.2 Members shall be determined by the Search and Governance Committee and recommended to the Full Governing Body.
- 2.3 Members shall be ordinarily appointed for a period of two academic years and shall be eligible for reappointment. Where a member's term of Office is less than two years the member will serve until the end of their Term of Office. If the member is re-appointed to the Governing Body, the members re-appointment to the Committee will be considered at the same time.
- 2.4 Members shall make the Chair aware of any conflicts of interest prior to each meeting.
- 2.5 A member will cease to be a member if they have been absent from 3 consecutive meetings without apologies having been received by the Clerk prior to the meetings. In this case, recommendation will made to the Search and Governance Committee for further consideration.

3 Quorum

- 3.1 The quorum for the meeting shall be 3. If in the course of the meeting the number of members ceases to constitute a quorum then the meeting will be terminated and matters carried over.

4 Frequency of Meetings

- 4.1 The Committee shall meet at least once per academic year, and more meetings can be called as and when deemed relevant throughout the year. If there is insufficient business to be discussed, the Chair of the Committee along with the Group Director of Governance may make a decision to not hold a meeting.
- 4.2 All meetings of the Committee will be summoned by the Group Director of Governance who shall send written notice to the members of the meeting at least 5 working days in advance of the meeting.

5 Delegated responsibilities of the Remuneration Committee

- 5.1 Approve the annual pay award and remuneration package for Senior Post Holders.
- 5.2 Approve the remuneration and employment terms and conditions of the remunerated Chair.

6 Appointment of Chair of the Remuneration Committee

- 6.1 It is the responsibility of the Search and Governance Committee to recommend Committee Chair appointments to the Full Governing Body. In the absence of the Chair, the Committee will appoint from within its membership to act in the capacity of Chair for that meeting.

7 Clerking of the Committee

- 7.1 The Group Director of Governance shall act as Clerk to the Committee, however if the Group Director of Governance is not available the Committee can designate a person to act as Clerk for the meeting. The Chair may delegate the role to a member of the Committee if deemed appropriate for certain times.
- 7.2 The Governance Officer will act as minute taker.

8 Minutes of the Committee

- 8.1 Once approved by the Committee Chair, the minutes will be uploaded into the Governor area of the Group website. The Chair of the Committee will provide a precis at the next board meeting on the key points.
- 8.2 Papers and minutes for the Committee will be stored within Board Intelligence.

