

Remuneration Committee minutes

Meeting	Remuneration Committee	Date	10 March 2026
Location	Folkestone Boardroom	Time	11:00am
Membership	Miranda Chapman - Chair (MC), Charles Buchanan (CB), Jo Worby (JW), John Korzeniewski (JK), Gail Clarke (GC)		
In Attendance	Lucy McLeod - CEO (LM) Camilla Etheridge - Group Director of Governance (CE)		

Italics denotes absence

	ITEM	COMMENTS	ACTION
1	Welcome and Apologies for Absence	The Chair welcomed members to the meeting. JW, GC and JW joined online via teams.	
2	Declarations of Interest	There were no further declarations other than those previously declared.	
3	Minutes of the meeting held on 13 November 2025	Minutes of the meeting held on the 13 November 2025 were agreed as an accurate record by those present in November and will be signed by the Chair following the meeting.	
4	Matters Arising not covered by this agenda	The Group Director of Governance raised the AoC Senior Post Holder Remuneration Code consultation which closes this Friday 13 th March at 5pm. CE will circulate the draft Code document and response link following the meeting in the event governors would like to submit a response.	
5	Group Pay Structure	The Group CEO provided background on this paper which will be coming to the upcoming FGB meeting (24.03.26). When the Group became a Real-living wage employer the award increased by 6.7%; it was thought that this gap would close over time. The paper being presented to FGB includes our proposal	

		costed out against a sliding scale up through the payscales. Overall a 4.2% award is proposed, subject to funding allocations and affordability. This may or may not be clarified by the time of the Board meeting. Governors questioned whether we are approaching a point of struggling with competitiveness at higher levels. There is some competition with Mid-Kent College but we have done a lot for teachers and Heads of Department over the past few years. School staff remuneration is set nationally at 9% more than FE. The majority of our teachers are at the £41k salary point. Governors agreed that paying a Real-living wage is the right thing to do provided the Group can afford it. AGREED: Group Pay Structure subject to Group affordability.	
6	Remuneration of Senior Post Holders (CE not present)	This item was considered confidential and will form Confidential Minutes Part B (1).	
7	Remuneration of the Group CEO (LM and CE not present)	This item was considered confidential and will form Confidential Minutes Part B (2).	
8	Any Other Business	There was no other business.	
9	Matters Considered Confidential	Items 6 and 7.	
10	Date and time of next meeting	Thursday 12 November 2026 at 11.00am, Broadstairs Executive Boardroom.	

There being no further business the meeting closed at 11.38am

Signed: *Mulger*

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Date: