



## COUNCIL (BUSINESS MEETING)

### Reserved Minutes – Not for publication

Of the meeting held on Tuesday, 23 November 2021 in G5.05, Gateway Board Room, High Wycombe Campus and remotely via Microsoft Teams.

**Present:** Maggie Galliers (Independent [Chair]); Irene Kirkman (Independent [Deputy Chair]); Emma Binnie (PSE Representative); Andy Cole (Independent); Anna Crabtree (Independent); Emily Crawshaw (Student); Honor Fletcher (Students' Union President); Annet Gamell (Independent); Sadie Groom (Independent); Professor Florin Ioras (Senate Representative); Ze'ev Portner (Academic Representative); Dr Susan Rosser (Independent); Karen Satterford (Independent); John Smith (Independent); Supriya Sobti (Independent); Jackie Westaway (Independent)

**In attendance:** Ellie Smith (University Secretary and Clerk to the Council); Dr Marcus Wood (Minute Secretary)

**Apologies:** Anthony Murphy (Independent); Bob Shennan (Independent)

### Report from Remuneration Committee

#### Chair's Summary Report

21.197 Council received the summary of the work of the Remuneration Committee since the previous meeting of Council. Minutes of the Remuneration Committee remain commercially confidential and are not accessible to Council members, except with the approval of the Chair of Council and the Chair of Remuneration.

#### Remuneration Committee Annual Report to Council (2020-21)

21.198 Council approved the report which had been prepared in accordance with the CUC Code of Governance and the CUC Senior Staff Remuneration Code.

21.199 Attention was drawn to arrangements for the Vice-Chancellor's remuneration to be eligible for a deferred pay increase on the basis of continued satisfactory performance. Accordingly, Council noted the University's strong financial performance as reported in the financial statements. Council further noted the pay ratio / multiple for the Vice-Chancellor's salary vs the median salary of all staff as 5.9. The ratio remains appreciably below the sector average of 7.0 for the HE Sector for England.

Vice-Chancellor's Objectives (2021-22)

- 21.200 Council noted the Vice-Chancellor's objectives as agreed with the Chair of Council. The Chair of Council confirmed that objectives remain on track and these would be monitored termly and monitored by the Remuneration Committee. Updates would be provided to each Council Business meeting via the Chair of the Remuneration Committee.
- 21.201 Council members welcomed the transparency of the approach being adopted.