

Remuneration Committee

Committee Skillset



2024/25

Constitution

The Committee membership shall comprise of representation from the independent Boards of Eastern Education Group Trust Board (EEGT) and West Suffolk College Corporation (WSC). (*the 'Group'*)

Committee Purpose

To review the succession plan, remuneration and other terms and conditions of the CEO and to make recommendations to the independent Finance Committees of the independent Boards for ratification prior to seeking the approval of the independent Boards.

To advise the independent Boards on the setting and reviewing performance targets of the Governance Professional.

Skillset required of the Committee

1. A commitment to and an understanding of the Group's strategic aims and objectives;
2. An understanding of the Committee's role and place within the governance structure of the Corporation and Trust Board;
3. An understanding of the DfE, ESFA and OfS's requirements in regard to executive pay;
4. Able to analyse and interpret information and data and apply relevant benchmarks in order to understand performance in context;
5. An understanding of remuneration in the context of succession planning, and its link to safeguarding the College and Trust in the short-, medium- and long-term;
6. A commitment to the Group's charitable objects and to ensuring executive pay is proportionate, demonstrably justified and reflects value for money.

Personal attributes required of Committee members

1. Demonstrate the Nolan principles, professional ethics, values and sound judgment;
2. Strategic thinking and understanding of materiality;
3. Maintain a personal development plan to improve own and the Committee's effectiveness and take up relevant training opportunities;
4. Be adaptable and open to change.