

The Remuneration Committee, under a constitutional delegation from the University Council, determines the remuneration and conditions of service for the Vice-Chancellor and the staff appointed by Council (the senior staff) in accordance with the Committee's Terms of Reference which Council approved in June 2018. The Terms of Reference incorporate the principles of 'The Higher Education Senior Staff Remuneration Code' issued by the Committee of University Chairs in June 2018. The senior staff within the remit of the Remuneration Committee are the Vice-Chancellor, Deputy Vice-Chancellor, Chief Financial Officer and the Registrar & University Secretary.

The Remuneration Committee is chaired by Mr Stephen Kenny, member of Council and Chair of the Finance and General Purposes Committee. This statement summarises the conclusions of the Committee in 2020/21.

The pay multiple values published in the Annual Report and Financial Statements 2020-21 (Year Ending 31 July 2021) are calculated in accordance with the Office for Students (OfS) requirements for pay multiples as set out in the OfS Accounts Direction (OfS 2019:43).

On 1<sup>st</sup> March 2020, the newly appointed Vice-Chancellor commenced employment, following a period in which the Deputy Vice-Chancellor had been Acting Vice-Chancellor (from 3<sup>rd</sup> April

es a single expense scheme. All expenses paid to the Vice-Chancellor  
the business of the University and comply with the University's  
the Gifts and Hospitality Policy.

er paid staff, excluding pension contributions (excluding the Vice-  
g Vice-Chancellor)

num	No of employees 2021	No of employees 2020
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