

## **SOAS University of London**

### **Remuneration Framework for the School Director**

#### **Introduction**

The School Director will be appointed in accordance with The Schools' Standing Orders. The appointment will reflect the need to secure and retain a leader of exceptional calibre who has the skills, experience and personal qualities to assume the responsibilities of School Director and to undertake these fully and well.

The remuneration package for the School Director will be agreed by the Senior Staff Remuneration Committee and will be subject to approval by the Board of Trustees. Detailed discussions and negotiations with the preferred candidate may be led by the Chair of the Board of Trustees, liaising closely with the Chair of Senior Staff Remuneration Committee and based on advice and information provided by the Director of HR and where appropriate, the lay member of Senior Staff Remuneration Committee with established pay expertise

#### **Key Considerations: Senior Remuneration Framework**

Remuneration will be agreed based on the School's Senior Remuneration Framework. In particular, full and proper consideration will be given to:

- The responsibilities, scale and complexity of the role of School Director, and the need to ensure that pay and remuneration are sufficient to attract, retain, and motivate talented individuals of sufficient calibre to lead the institution.
- Market comparators from within the HE sector and where appropriate outside of the Sector.
- The impact on the School's pay multiple and wider published pay multiples across the Sector.
- The impact on equality pay gaps and wider published pay gaps across the Sector

Senior Remuneration Committee may reasonably take into account the current remuneration package of the preferred candidate

#### **Remuneration**

The salary for the School Director should be based on the expectation that they will deliver and develop the School Strategy, maintaining the highest standards of quality and performance, at all times.

As such remuneration packages should *not* include an element of variable (bonus) pay

The Director is entitled to be a member of the Universities Superannuation Scheme. Any consideration of a pension replacement allowance will be considered only where the Director has no alternative but to withdraw from the pension scheme, based on the Lifetime Allowance tax thresholds, and is at the absolute discretion of Senior Staff Remuneration Committee. Any allowance must not exceed the School's costs in making contributions on behalf of the Director, to the Universities Superannuation Scheme

Cost of living increases agreed through national bargaining arrangements may be applied annually to the Director's salary

Any further increases or allowances are at the absolute discretion of Senior Staff Remuneration Committee and will be based on

- Exceptional performance based on short term objectives and long term strategy set by the School.
- The School's financial position
- The wider approach to remuneration across the School.

### **Terms and Conditions**

The Director shall be offered the same terms and conditions governing executive and senior managers employed by the School. Any variation in these terms and conditions must be fully justified and is at the absolute discretion of Senior Staff Remuneration Committee. Any recommended changes must be approved by the Board of Trustees

### **Accommodation within the Vicinity of the School**

It is currently a requirement of employment that in order for the proper performance of their duties as School Director they occupy the accommodation provided for them by the School. Residence at the accommodation provided, includes official entertaining, meetings, overnight stays and call outs as deemed appropriate

Based on these requirements the residence is exempt from taxation, and HMRC have confirmed tax clearance in writing.

### **Transparency and Reporting**

The Senior Staff Remuneration Committee must report and justify its decisions to the Board of Trustees and where appropriate other stakeholders. This should include all relevant information considered as a basis for agreeing or recommending the remuneration package

Remuneration for the School Director should be disclosed at least, in accordance with statutory and regulatory requirements