

1. The University is dedicated to maintaining the highest standards of corporate governance and is satisfied that it complies with the Committee of University Chairs (CUC) Higher Education Senior Staff Remuneration Code (June 2018).
2. Senior remuneration within the University is governed by two sub-committees of University Council: the Remuneration Committee and the Strategic Reward Committee.
3. This statement refers to the Remuneration Committee, which under the delegated authority of Council has the remit for: (i) the setting and monitoring of the Vice-#
Vice-# ration (and other terms and conditions of employment).

7. The Remuneration Committee draws on a variety of data sources in order to benchmark the Vice-#
 - (a) UCEA Senior Salary Survey, specifically data on Pre-92 Institutions, and Pre-92 institutions within the same institutional income band;
 - (b) CUC Survey of Vice-

1. To receive the annual report of the Vice-#
Vice-#
2. To review and determine remuneration and (where appropriate) severance payments for the Vice-Chancellor.
3. To approve policies for early retirement and severance for the Vice-Chancellor.

Pro-Chancellor

2 lay members of Council one of whom to be appointed as Chair

up to two co-opted external members with relevant expertise

Director of People and Organisational Effectiveness (also Secretary to the Committee)

The quoracy for the meeting is three, which should include the Chair, the Pro-Chancellor and a co-opted member.

The Committee will make an annual report to Council.

Persons with special expertise to contribute, but who are not staff or students of the University, can be co-opted to the Committee for terms of not more than three years, renewable twice for maximum terms of three years. Co-opted members will only be appointed and reappointed by Council following recommendation through the University appointment processes for co-opted members.

The two lay members of the Council may serve for terms of three years, renewable twice for maximum terms of three years, but terms of office will be co-terminus with appointments to Council. Lay members will only be appointed and reappointed by Council following recommendation through the University appointment processes for lay members.