

## Remuneration Statement 2025

### Senior Postholder Remuneration Committee

The salary and conditions of service of the Vice-Chancellor are considered by the Senior Postholder Remuneration Committee following feedback on the annual appraisal and having regard to comparative data. The Vice-Chancellor is not a member of this Committee nor is he in attendance. When considering remuneration of the Vice-Chancellor, the Committee has regard to the Committee for University Chairs Survey of Vice-Chancellor Remuneration, UCEA data, HESA financial performance data, and relevant HESA student data.

The Senior Postholder Remuneration Committee is responsible for determining the salaries and terms and conditions of the Vice-Chancellor and the University Secretary. Such determination is guided by the University's Remuneration Policy, which acknowledges that the performance of the University is dependent on the quality and commitment of its workforce and therefore the need to recruit and retain high quality staff to deliver its Strategy Map, with appropriate remuneration which recognizes contribution to the achievement of strategic goals; whilst also ensuring that salaries and benefits remain competitive with other universities in our market sector.

### Review of Performance

Under the leadership of the Vice-Chancellor, the 2020 – 2025 Strategy Map has been completed and the outcomes of performance against the key performance indicators within the strategy have been reported through the University's governance structures. Achievements against the Strategy Map themes are presented below:

**Inspiring:** The University is helping to address national shortages with the introduction of new Dental Hygiene and Dental Therapy courses on the National Health Innovation Campus and continues to seek innovative ways of providing real life learning experiences for students. Our "Get Set Goal" programme won a Collaborative Award for Teaching Excellence (CATE) from Advance HE.

**Innovative:** Professor Caroline Sturdy Colls, Professor of Holocaust Archeology and Genocide Investigation received the Dan David Prize, the world's largest history prize. Colleagues from the Institute for Railway Research are working with the Institute for Transport Studies at the University of Leeds and the West Yorkshire Combined Authority on the Mass Transit Scheme, Centre for Transport in Cities.

**International:** The University has been ranked first in the world for THE Impact Rankings for UN Sustainable Development Goal 10, Reduced Inequalities and was named the most improved University in the UK as measured by the QS World University Rankings.

**People First:** The University has been ranked first in the sector for the percentage of staff with teaching qualifications and for percentage of academic staff with higher degrees. The University has also achieved the Race Equality Charter Bronze Award from Advance HE; has achieved the Stonewall Gold Award and was awarded the Mental Health Charter.

**Finance:** The University remains in the top quartile for financial performance using HESA comparative data. Whilst the financial position is challenging across the sector and within the University, the underlying financial health of the University remains strong.

**Growth & Efficiency:** The University opened its new London Campus in partnership with Study Group and in Yorkshire was recognized for its building excellent with Platinum level WELL awards for the Jo Cox More in Common Centre and the Daphne Steele Building.

## Vice-Chancellor's Remuneration Package

The table below shows the Vice-Chancellor's remuneration for the last four years. The Vice-Chancellor elected to opt out of the pension scheme in the year 2018/19 and it was agreed that an additional payment, equivalent to the gross employer contribution rate would be made.

VC total remuneration package	2024/25	2023/24	2022/23	2021/22	2020/21
<b>Basic salary</b>	£367,740	£363,429	£349,584	£336,042	£336,042
<b>Pension contribution (standard USS rate of 18%)</b>	£0.00	£0.00	£0.00	£0.00	£0.00
<b>Payments in lieu of pension</b>	£79,432	£78,501	£75,510	£62,168	£62,168
<b>Dividends</b>	Nil	Nil	Nil	Nil	Nil
<b>Performance related pay</b>	Nil	Nil	Nil	Nil	Nil
<b>Bonuses</b>	Nil	Nil	Nil	Nil	Nil
<b>Salary sacrifice</b>	Nil	Nil	Nil	Nil	Nil
<b>Car</b>	Nil	Nil	Nil	Nil	Nil
<b>Subsidised loan</b>	Nil	Nil	Nil	Nil	Nil
<b>Subsidised accommodation</b>	Nil	Nil	Nil	Nil	Nil
<b>Ex-gratia payments</b>	Nil	Nil	Nil	Nil	Nil
<b>Private Health Insurance</b>	Nil	Nil	Nil	Nil	Nil
<b>Sabbatical payments</b>	Nil	Nil	Nil	Nil	Nil
<b>Retention of external payments</b>	Nil	Nil	Nil	Nil	Nil

## Pay multiples

The Vice-Chancellor's basic salary is **9.53** times the median pay of staff (2024: 9.71 times) where the median salary is calculated on a full-time equivalent basis for the salaries paid by the University to its staff. The median pay and pay ratios derived exclude agency staff as these are not paid through the University's payroll system.

The Vice-Chancellor's total remuneration is **10.42** times the median total remuneration of all staff (2024: 10.61 times) where the median total remuneration is calculated on a full-time equivalent basis for the salaries by the University to its staff.