

**Senior Staff Remuneration
for the year
ended 31 July 2025**

Notes to the Financial statements (continued)

7 Staff costs (continued)

Emoluments of Key management personnel, Accounting Officer and other higher paid staff (continued)

	Key management personnel		Other staff	
	2025 No.	2024 No.	2025 No.	2024 No.
£60,001 to £65,000	-	-	3	4
£65,001 to £70,000	-	-	6	3
£70,001 to £75,000	-	-	3	6
£75,001 to £80,000	-	-	5	6
£80,001 to £85,000	-	-	1	2
£85,001 to £90,000	-	1	3	-
£90,001 to £95,000	-	-	-	1
£95,001 to £100,000	-	-	2	-
£100,001 to £105,000	-	-	-	1
£105,001 to £110,000	1	-	1	2
£110,001 to £115,000	-	-	2	-
£115,001 to £120,000	-	1	-	1
£120,001 to £125,000	1	1	-	-
£125,001 to £130,000	1	-	-	-
£130,001 to £135,000	-	1	-	-
£135,001 to £140,000	1	-	-	-
£145,001 to £150,000	-	1	-	-
£155,001 to £160,000	1	-	-	-
£220,001 to £225,000	-	1	-	-
£259,001 to £260,000	1	-	-	-
	6	6	27	26

Key management personnel compensation is made up as follows:

	2025	2024
	£'000	£'000
Salaries	813	755
Retention and additional responsibility allowances	25	25
Payment for untaken annual leave	39	21
Employer's National Insurance	127	111
Flexible benefits	40	30
Total Key management personnel compensation	1,044	942
Pension contributions	79	69
Total emoluments	1,123	1,011

Notes to the Financial Statements (continued)

7 Staff costs (continued)

There were no amounts due to key management personnel that were waived in the year, nor any salary sacrifice arrangements in place. The above compensation includes amounts payable to the Accounting Officer (who is also the highest-paid officer).

	2025 £'000	2024 £'000
Salaries	174	165
Bonus payments	10	10
Payments for untaken annual leave	36	14
Flexible benefits	40	34
	<u>260</u>	<u>223</u>
Pension contributions	<u>—</u>	<u>—</u>

The Governors adopted AoC's Senior Staff Remuneration Code in July 2020 and assessed pay in line with its principles.

The remuneration package of key management staff, including the CEO & Principal, is subject to annual review by the Remuneration Committee of the governing body, who use benchmarking information to provide objective guidance.

The CEO & Principal reports to the Governors, who undertake an annual review of her performance against the college's overall objectives using both qualitative and quantitative measures of performance.

Relationship of CEO & Principal pay and remuneration expressed as a multiple

	2025	2024
CEO & Principal's basic salary as a multiple of the median of all staff	4.4	4.5
CEO & Principal and CEO's total remuneration as a multiple of the median of all staff	5.1	4.6

The Members of the Corporation, other than the Group CEO & Principal, and the staff members did not receive any payment from the College, other than the reimbursement of travel and subsistence expenses incurred in the course of their duties.

Median calculations are based solely on full-time equivalent (FTE) permanent staff, who form the denominator in all ratio computations. Agency workers, temporary staff, and contractors are excluded from these calculations.