

**Extract from University of Worcester Consolidated Financial Statements for year ending 31st Jul 2025**

Emoluments of the Vice Chancellor and Chief Executive:	Group		University	
	2025 £000	2024 £000	2025 £000	2024 £000
Salary	325	325	325	325

The remuneration package for the Vice Chancellor consists of basic salary only and does not include any additional benefits.

The review and determination of remuneration for the Vice Chancellor and Chief Executive is delegated by the Board of Governors, to the Remuneration Committee (Vice Chancellor and Chief Executive).

The Committee is committed to acting in accordance with the Higher Education Senior Staff Remuneration Code, and reports to the Board of Governors on an annual basis. This report was approved by Board members at the meeting on 6<sup>th</sup> May 2025 and is also published on the University website.

During 2024/25 the membership of Remuneration Committee (Vice Chancellor and Chief Executive) comprised:

**Members:**

Vice Chair of the Board (Chair)  
 Chair of Audit Committee  
 Chair of People & Culture Committee  
 Chair of Finance & Development Committee  
 President of the Students' Union & Student Governor  
 Chair of the Board

**In attendance**

Director of Human Resources  
 Clerk to the Board of Governors

The performance review of the Vice Chancellor is conducted with reference to the CUC Code on Higher Education Senior Staff Remuneration and Regulatory Advice 9 from the Office for Students.

The Chair of the Board conducts an annual review of the performance of the Vice Chancellor and Chief Executive against objectives, which are agreed at the start of the year. In advance of the review, the Clerk to the Board of Governors seeks comments on the Vice Chancellor's performance from all members of the University's Board of Governors, including the staff and student representatives. The outcome is discussed at the Remuneration Committee and subsequently reported to the Board of Governors. The Vice Chancellor is not present at the Committee nor at the Board meeting when his performance and remuneration are discussed.

The Committee met on 20<sup>th</sup> January 2025 to consider the performance review of the Vice Chancellor for the academic year 2023/24 and to conduct a review of the Vice Chancellor's remuneration. The Director of Human Resources provided the Committee with an overview of the remuneration review process, information on the previous outcomes of the Remuneration Committee and details of the current salary arrangements for the Vice Chancellor. Benchmark salary data from the Committee of University Chairs survey of Vice Chancellors Remuneration was also provided, with reference to institutions of a similar size and/or in the region and included data from recent years.

The Chair of the Board presented their report summarising the performance review of the Vice Chancellor for the academic year 2023/24. The Chair reflected that it had been a challenging year financially for the University and the Vice Chancellor had led the University well and had shown compassionate leadership, particularly in the context of the introduction for the first time of a voluntary severance scheme and deferral of the national pay award.

Members were reminded that the national pay award for staff of 2.5% (with additional increases applied to staff on lower pay bands) effective from 1<sup>st</sup> August 2024 had been deferred by the University to 1<sup>st</sup> July 2025. The national pay award is not automatically applied to the Vice Chancellor.

Members noted that the Vice Chancellor had led the University well during challenging times. However, having considered the benchmarking data, the national sector financial position and the University's financial position, members agreed that it would not be appropriate to apply an award to the Vice Chancellor's salary. Following the meeting this decision was conveyed to the Vice Chancellor and Chief Executive by the Chair of the Board.

The multiple of the Vice Chancellor and Chief Executive's total remuneration, to that of the median total remuneration for all staff, including student employees was 8.9 (2024: 9.4).

The multiple of the Vice Chancellor and Chief Executive's salary, to that of the median salary, for all staff, including student employees was 10.2 (2024: 10.9).

The above ratios are required to be disclosed under the Office for Students Accounts Direction. Due to the considerable earn as your learn programme that the University operates, the below ratios have also been calculated which exclude any student employees:

The multiple of the Vice Chancellor and Chief Executive's total remuneration, to that of the median total remuneration for all staff, but EXCLUDING student employees was 6.7 (2024: 7.1).

The multiple of the Vice Chancellor and Chief Executive's salary, to that of the median salary, for all staff, but EXCLUDING student employees was 8.7 (2024: 8.8).

No Independent Governor has received any remuneration from the group during the year (2024: £nil). Governors are entitled to reimbursement of travel expenses of which £288 was claimed by 1 individual (2024: £138 by 1 individual).