

## **DE MONTFORT UNIVERSITY BOARD OF GOVERNORS: GOVERNOR REMUNERATION POLICY**

This document sets out the policy on the remuneration (the 'Governor Remuneration Policy') of the university's Board of Governors (the 'board').

### **1. Context**

The board has the power under the [Instrument and Articles of Government](#) to authorise remuneration for governor roles:

#### *Governors' benefits*

*(11) The University may only confer Benefits on Governors for acting as a Governor, if the Benefit has been authorised by the Board of Governors in accordance with the University's governing documents.*

The board also has a duty under the [Standing Orders](#) to exercise 'its responsibilities in the furtherance of its charitable purposes as an exempt charity'.

### **2. Principles**

The ability to attract and retain high quality governors is crucial to the university's success and the delivery of the Empowering University strategy; remuneration, or lack thereof, may impact the university's ability to attract individuals of the highest calibre. Given the university's exempt charity status, and that only a small number of higher education institutions remunerate roles within their governing bodies, it is vital that the board gives due consideration to all factors associated with governor remuneration, including:

- a. The need to recruit and retain skilled and experienced individuals to lead and contribute to the governance of the institution.
- b. Practice in the sector.
- c. The demands of each governance role and the time commitment required to perform it.
- d. The challenges faced by the sector in general and specifically by the university.

### **3. Policy and explanation**

The Chair of the Board will be remunerated at an annual rate of £25,000.

This reflects the demanding nature of the role and the importance of recruiting and retaining the best quality candidate. Only a small proportion of English universities offer remuneration, though, where this occurs, the Chair is commonly the focus, and it is a standard provision for governing body chairs in Scotland. Both the higher education sector and the university face substantial challenges and the university's best interests are served by having the highest standard of leadership. The sum involved broadly reflects the limited practice in the higher education sector and has remained the same since the introduction of remuneration for the Chair of the Board in 2015.

#### **4. Publication**

The remuneration of any governor will be published in the university's financial statements for the relevant year and in the notes to the university's accounts, along with a link to the policy. If remuneration is waived, this will also be published.

#### **5. Review**

After a period of five years from the date of approval, the board will consider whether a review of the governor remuneration policy is required. The board may request a further review at any time where it determines that sector developments or other factors merit it.

Approved by the Board of Governors: 16 May 2024