

# Annual Statement of Senior Postholder Remuneration 2024 – 2025

## 1 Context

The [Terms of Reference for the Remuneration Committee](#) are available to view online. These are reviewed annually and were last approved at the meeting held on 1 October 2025, as part of this annual review cycle.

The following members of the Board of Governors have served on the Remuneration Committee during the 2024-2025 academic year:

- Chair of the Remuneration Committee: Jonathan Chapman (Deputy Chair of the Board)
- Members of the Remuneration Committee: Juliet Oosthuysen (Chair of Strategy & Performance Committee), Colin Hughes (Chair of the Board) until 31.03.25 then Martin Pugh became Chair of the Board on 01.04.25.

During the academic year 2024-2025, the Remuneration Committee did not employ additional services of any consultants to advise on remuneration considerations. Prior to September 2018 the Vice Chancellor was a Member of the Remuneration Committee. Since this date, the Vice Chancellor has been removed as a Member of the Committee and is now deemed as "in attendance" for specific agenda items. It should be noted that the Vice Chancellor has not been present for consideration of his own salary at Remuneration Committee, irrespective of the membership status. This continues to be the case.

The Remuneration Committee met on the following occasions during 2024-2025:

- 9 October 2024
- 17 March 2025
- 6 May 2025

As at the date of this report, the Remuneration Committee had met once during the 2025-26 academic year, on 1 October 2025. Minutes of the Remuneration Committee are classed as confidential and are not available publicly. This report however provides an overview of decisions made on Senior Postholders' remuneration for the academic year.

## 2 The Approach to Remuneration Committee Deliberations on Senior Postholder Remuneration

The Remuneration Committee has considered the remuneration of the following postholders:

- Vice Chancellor and Chief Executive
- Chief Financial Officer & Deputy Chief Executive
- Chief Operating Officer
- Pro Vice Chancellor – Education and Research

Remuneration deliberations are made in the context of the Remuneration of Senior Postholders Policy approved by the Remuneration Committee on 03 September 2018 and last reviewed on 13 October 2023. The [full policy is available on the University website](#).

## 3 Annual Review of the Salary for the Roles

### 3.1 Vice Chancellor and Chief Executive

#### **3.1.1 Background to the Remuneration Committees Discussions on Vice Chancellor's Pay**

To retain staff, the Remuneration Committee consider the market position of the Vice Chancellor and Chief Executive's role, reviewing this against comparator institutions/organisations. The choice of these comparators is linked to institutional strategy. The comparators are as follows:

- Birmingham City University
- University of Derby
- Wolverhampton University
- UCLAN
- Huddersfield University
- Liverpool John Moores
- Coventry
- Keele
- Leicester De Montfort
- Sunderland

For these purposes the Remuneration Committee utilises the CUC Annual Survey of Vice Chancellors' Remuneration.

In addition to this, the Remuneration Committee also use the University and Colleges Employers Association (UCEA) Annual Survey of Senior Postholders.

The University complies with the accounts direction provided by the Office for Students.

### 3.1.2 Vice Chancellor Comparator Information

The Remuneration Committee considers the market position of the Vice Chancellor and Chief Executive's role, reviewing against comparator institutions. For 2024-2025, the Vice Chancellor's total pay is currently below the median of the UCEA Remuneration Survey (2025). The Vice Chancellor's salary is currently below all of the comparator institutions used in the CUC 2024-2025 Survey, although it should be noted that the comparator institutions record a higher turnover.

### 3.1.3 Vice Chancellor Pay Multiples

The pay multiple of the Vice Chancellor and the median earnings of the institution's whole workforce, illustrating how that multiple has changed over time is shown below. To assist with consistency and comparison, the definition for the multiple is based on the methodology used by the Office for Students:

<b>Median basic pay ratio (OfS Methodology)</b>	<b>Staffordshire University</b>	<b>Sector Overall</b>	<b>Post 92 Part of the Sector</b>
2018-2019	6.5	7.0	6.6
2019-2020	6.6	7.0	6.9
2020-2021	6.6	6.8	6.6
2021-2022	5.8	6.9	6.8
2022-2023	6.0	6.9	6.7
2023-2024	6.0	7.0	6.9
2024-2025	<i>Available summer 2026</i>		

<b>Median total remuneration ratio (OfS methodology)</b>	<b>Staffordshire University</b>	<b>Sector Overall</b>	<b>Post 92 Part of the Sector</b>
2018-2019	7.3	7.3	7.0
2019-2020	6.7	7.2	7.0
2020-2021	6.7	7.2	7.0
2021-2022	5.8	7.3	7.1
2022-2023	6.0	7.3	7.0
2023-2024	6.0	7.5	6.9
2024-2025	<i>Available summer 2026</i>		

### 3.1.4 Performance of the University and the Contribution of the Vice Chancellor

The Remuneration Committee also considers the performance of the institution when reviewing the remuneration of the Vice Chancellor and Chief Executive. During the academic year 2024-2025 the focus has been upon the delivering in the following areas:

- Delivered a robust financial performance, with the draft management accounts for the year ended 31 July 2025, subject to final approval by the Board of Governors (as the financial statements) and external audit. The University experienced a reduction in income from £166.9m in 2023-24 to £149.7m in 2024-25 (a reduction of 10.3%) and consequently had to rebalance the expenditure of the University in order to deliver the budgeted target operating surplus of 5%. The draft management accounts for 2024-25 show an operating surplus after exceptional items (the pension moratorium payments) of £6.2m or 4.1%.
- Delivered a programme of targeted reductions in academic staffing expenditure, management and professional support services in order to deliver the financial performance, whilst retaining service delivery, in year, most notably through the introduction of the 'target operating model'
- Strengthening local, regional and national connections and partnerships to support the delivery of the 'Catalyst for Change' Strategic Plan.

During the 2024-2025 academic year, the University has secured the following achievements:

- League tables: We are proud to be ranked in the Top Five for First Generation Students in The Mail University Guide 2025, and in the Top Five for Social Inclusion in The Times and Sunday Times Good University Guide 2025. In June 2025, we were ranked equal first in the UK in the Times Higher Education Impact Rankings 2025 for our contribution to access to quality education for all recognising, in particular, our support of students who are the first in their family to experience university. We were especially proud to be recognised third in the UK for Career Prospects in the 2025 WhatUni Student Choice Awards – based entirely on student feedback.
- The University's Games Institute won the 'Excellence in University/College – Industry Collaboration' category at the TIGA Games Education Awards 2024, in recognition the introduction of industry-led mock interviews to help prepare final year students for their future careers.
- University of Staffordshire picked up the Gold Award for 'Innovative Use of Technology' at the Heist Awards 2025 for StaffsVerse – the UK's first university campus recreated in computer game Fortnite.
- The University's flagship Student Village development was named 'Best Social Infrastructure Project' at the Partnership Awards 2025, alongside partners Hochtief and Plenary.
- The University's Woodlands Day Nursery took home the 'Sustainability Award' and was named 'Client of the Year' at RIBA West Midlands Regional Awards 2025.
- Associate Professor of Biomedical Science Practice Ian Davies was recognised in his Majesty the King's Birthday Honours for his outstanding contribution to the NHS and biomedical science education.
- The University hosted its third TEDxUniversityofStaffordshire in May 2025, with the theme "Adventures into the Unknown." The event brought nine inspiring speakers – including explorer (and University Chancellor) Major Levison Wood and Commander Nathan Gray – to share powerful ideas and experiences with a global audience.
- Two University of Staffordshire graduates triumphed at the Domeble Symetri Student Awards 2024, which recognises 3D, CGI, VR, and Photography students from around the world.
- Despite its landlocked location, University of Staffordshire student Kasper Marriott was named winner of the Superyacht UK Young Designer 2024 competition. It was the fifth consecutive year that a student from the institution's Automotive & Transport Design claimed the title.
- David James, Course Director for Games Design, was one of 61 new National Teaching Fellows announced by Advance HE, which celebrates and recognises individuals who have made an outstanding impact on student outcomes and the teaching profession in higher education.

Overall, the University has seen small raises in the main UK league tables which have been released in 2025, With the University ranked 94th in the Complete University Guide, up 3 places and ranked 56th in the Daily Mail University guide. The Guardian University Guide and The Times/Sunday Times Good University Guide are expected to be released by the end of September 2025, with the University currently ranked 58th and 101st respectively.

The University has had mixed fortunes in international rankings, with the University dropping from 1001-1200th to 1201-1500th in the Times Higher world rankings (noting that an additional 188 institutions were ranked this year), while the University saw a significant improvement our ranking in the Times Higher Impact Ranking and are now ranked 301-400, up from 601-800 last year. The University is still not ranked in the QS World rankings.

### **3.2 All Other Senior Postholders**

To retain staff, the Remuneration Committee consider the market position of senior postholder's roles, reviewing this against comparator institutions/organisations. For these purposes the Remuneration Committee utilises the UCEA Annual Survey of Senior Postholders.

The deliberations and outcomes of the Remuneration Committee are in accordance with the Remuneration of Senior Postholders Policy.

## **4 Additional Benefits**

In addition to the base pay for the role, the Vice Chancellor and Senior Postholders also receive the following benefits:

- Increased death in service payment of 1 x salary
- Private medical provision for the role holder

Together with other contractual benefits such as annual leave, sickness payments and notice period. These have not changed during this academic year.

## **5 Additional External Income**

It is important for institutions that Senior Postholders represent the University on various bodies and boards and carry out academic and civic responsibilities at other organisations, e.g. non-executive director roles. The University's position on such income is outlined in the Remuneration of Senior Postholders Policy.

## **6 Expenses**

Within the Financial Regulations are the detailed guidance for the claiming of expenses incurred with fulfilling the requirements of the role. The Remuneration Committee, at its autumn meeting, reviewed the expenses claimed by Senior Postholders.

## **7 Severance Payments**

One severance payment was made to one Senior Postholder who left the University during this academic year.

## **8 Staff Not Within the Remit of the Remuneration Committee**

Staff who are not covered by the remit of the Remuneration Committee have their annual pay uplift determined through the national JNCHES Negotiating Committee, comprised of the seven recognised trade unions within the Higher Education sector and UCEA, representing the Universities as employers. UCEA failed to reach an agreement with UCU & UNISON for the 2024 pay award. As a result, UCEA instructed Universities to pay a 2.5% pay award increase from 1 August 2024. This was paid to all eligible university staff, backdated, upon approval by the Board of Governors in March 2025.

The University is currently considering its position with regard to the annual pay award, with effect from 1<sup>st</sup> August 2025.

In addition to the usual Cost of Living pay award, all other staff are employed within grades, which have incremental progression to the maximum of the scale, subject to satisfactory performance within the role.

Individual roles are placed within the correct grade using the HERA factor-based job evaluation scheme. The full range of contractual benefits for staff are available on the University's website.

---

*Statement approved by the Remuneration Committee on 1 October 2025 and by the Board of Governors on 25 November 2025.*