



## Minutes Meeting of Senior Remuneration Committee

**Date:** Monday 23<sup>rd</sup> February 2026 1:30 - 3pm

**Present:**

Martin Temple (Chair of Council, and Chair of the Senior Remuneration Committee)

Adrian Stone (Pro-Chancellor)

Philip Rodrigo (Senior Independent Governor)

Rob Memmott (University Treasurer)

**Secretary:**

Rob Gower (Deputy Director of HR)

**In attendance:**

Gayle Balkow (Head of Reward and Talent Attraction)

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| 1. | <b>Apologies and attendees</b><br><br>Apologies had been received from Claire Brownlie (Pro-Chancellor)<br><br>The Committee confirmed that they were still quorate.                                                                                                                                                                                                                                                                                                                                                                                                   |
| 2. | <b>Declaration of conflicts of interest</b><br><br>No conflicts were declared.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 3. | <b>Minutes of last meeting and matters arising</b><br><br>The Committee approved the minutes of the meeting of 20 October 2025 as an accurate record.                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 4. | <b>Annual Review of Committee terms of reference – For review</b><br><br>The Committee undertook the annual review of their Terms of Reference (published on the Council Senior Remuneration Committee web pages) and Standard Business Cycle.<br><br>The Committee reviewed the proposed addition of an explicit term related to Freedom of Speech and Academic Freedom to ensure compliance with its legal and regulatory duties. The Committee agreed that this wording should be included in the Committee's Terms of Reference. No other changes were identified. |

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| 5. | <p><b>UEB and Senior Roles Update - For information and comment</b></p> <p>The Secretary updated on recruitment and changes relating to UEB and other senior roles. This included the recently appointed Chief Executive Officer of the AMRC, for whom the Committee had already approved the remuneration package, and the recruitment timescales for the University Secretary and Vice-President for Education roles.</p> |
| 6. | <p><b>Review of Executive Reward Policy – For review</b></p> <p>The Executive Reward Policy was due for its two-yearly review. The Committee reviewed the policy and did not make any changes.</p>                                                                                                                                                                                                                          |
| 7. | <p><b>AOB</b></p> <p>None</p>                                                                                                                                                                                                                                                                                                                                                                                               |