



Minutes Meeting of Senior Remuneration Committee

Date: Monday 15 June 2026 2:00 – 3:30pm

Present:

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

Claire Brownlie (Pro-Chancellor)

Rob Memmott (University Treasurer)

Adrian Stone (Pro-Chancellor)

Secretary:

Rob Gower (Deputy Director of HR)

In attendance:

Gayle Balkow (Head of Reward and Talent Attraction)

1.	Apologies and attendees Apologies had been received from Philip Rodrigo (Senior Independent Governor) The Committee confirmed that they were still quorate.
2.	Declaration of conflicts of interest No conflicts were declared.
3.	Minutes of last meeting and matters arising The Committee approved the minutes of the meeting of 27 April 2026 as an accurate record.
4.	UEB Objectives Themes 2026-2027 <u>The President & Vice-Chancellor attended for agenda items 4 and 5</u> The President & Vice-Chancellor outlined to the Committee the key institutional priorities that would inform the development of objectives of UEB members for 2026-27, for Committee comment and feedback. The Committee confirmed they supported the key UEB objective themes presented and noted that the individual objectives for each

	UEB member would be developed over the summer and presented to the Committee at its October meeting for review and approval.
5.	Succession Planning update The Committee had previously agreed it would be helpful to receive an annual update on UEB succession planning as part of the Committee's standard items of business. This would enable the Committee to receive assurance that appropriate succession plans are in place, both in terms of immediate cover (should it be required) and the longer term development of leadership talent within the University. The Secretary therefore provided an update on the latest succession plans in place at UEB level and the existing and emerging leadership pipeline below this in Faculties and Schools. The Secretary also provided an update on arrangements for covering UEB level roles in the short term, should this be required. <u>The President & Vice-Chancellor left the meeting.</u>
6.	Senior roles and recruitment update The Committee received an update on key senior appointments and changes below UEB level, including the appointment to the roles of Vice-President for Education, University Secretary and Director of Campaigns.
7.	AOB No other items of business were raised.
8.	Dates of next meeting: ○ 13 October 2026, 2.00 – 4.00pm