

British Institute of Technology Ltd
Trading As: British Institute of Technology, England (BITE)
Remuneration and General Public Interest Governance Policy

Reviewed: 17.07.25

Version: 1.1

1. Purpose

1.1 This Policy sets out the Institute's framework for:

- Determining remuneration for senior staff;
- Ensuring transparency, accountability, and value for money;
- Demonstrating delivery of the public interest governance principles required by the Office for Students (OfS); and
- Complying with the OfS Accounts Direction and associated publication requirements.

1.2 The Policy ensures that remuneration and resource allocation decisions support the Institute's educational mission, protect public funds, and maintain confidence among students, regulators, staff, and wider stakeholders.

2. Regulatory and Governance Context

2.1 This Policy is informed by and complies with:

- The Office for Students regulatory framework;
- The Public Interest Governance Principles;
- The OfS Accounts Direction (including senior staff remuneration disclosures);
- Charity and company law where applicable;
- The Nolan Principles of public life.

2.2 The Governing Body has ultimate responsibility for ensuring that remuneration arrangements and financial decisions are consistent with regulatory expectations and the public interest.

3. Public Interest Governance Principles in Practice

The Institute demonstrates delivery of the public interest governance principles through the following actions:

3.1 Accountability and Independence

- The Governing Body operates independently of executive management.
- A Remuneration & General Committee, composed entirely of independent governors, oversees senior pay decisions.
- No individual is involved in setting their own remuneration.

3.2 Transparency

- Remuneration policies, committee terms of reference, and summary outcomes are published.
- Key financial and governance information is made publicly accessible.

3.3 Integrity and Objectivity

- Decisions are evidence-based and benchmarked against comparable providers.
- Conflicts of interest are declared, recorded, and managed.

3.4 Student and Public Interest Focus

- Financial decisions prioritise teaching quality, student outcomes, and long-term sustainability.
- Excessive or unjustified remuneration is explicitly prohibited.

4. Remuneration Framework for Senior Staff

4.1 Scope

This Policy applies to:

- The Principal / Chief Executive
- Members of the Executive Team
- Any staff defined as “higher-paid staff” under the OfS Accounts Direction

4.2 Principles Governing Remuneration

Remuneration must be:

- Proportionate to role and responsibility;
- Justifiable by performance and institutional outcomes;
- Affordable and sustainable;
- Benchmark-informed but not market-led in isolation;
- Aligned with public and student interest.

4.3 Decision-Making Process

- The Remuneration Committee meets at least annually.
- It considers:
 - Institutional performance (student outcomes, quality, financial health);
 - Value for money indicators;
 - External benchmarking data;
 - Equality and pay-ratio considerations.
- Decisions are formally minuted and reported to the Governing Body.

5. Value for Money (VfM) Arrangements and Publication

5.1 Commitment to Value for Money

The Institute is committed to securing **optimal value for money** for students, funders, and taxpayers through:

- Efficient use of resources;
- Strategic investment in teaching, learning, and student support;
- Robust financial planning and risk management.

5.2 Value for Money Statement

The Institute publishes an annual audited account which includes:

a. Sources of Income, including:

- Tuition fees;
- Public funding and grants;
- Research or project income;
- Other commercial or ancillary income.

b. Use of Income, including:

- Teaching delivery and academic staffing;
- Student support services and learning resources;
- Estates, digital infrastructure, and IT;
- Governance and regulatory compliance;
- Investment in innovation and quality enhancement.

c. Impact and Outcomes, including:

- Improvements to student experience and outcomes;
- Graduate employability indicators;
- Efficiency and cost-effectiveness measures.

5.3 Publication

- The annual audited accounts is published on the Institute's website.
- It is approved by the Governing Body prior to publication.

6. Senior Staff Pay Disclosure

6.1 Inclusion in Audited Financial Statements

In accordance with the OfS Accounts Direction, the Institute includes in its audited financial statements:

- The remuneration of the Head of Provider;
- The number of staff whose total remuneration exceeds thresholds specified by the OfS;
- Pay multiples (where required);
- Narrative explanation of senior pay arrangements.

6.2 Publication

- Audited financial statements, including senior pay disclosures, are published annually.
- Information is presented clearly and accessibly to enable public scrutiny.

6.3 Assurance

- External auditors confirm compliance with the Accounts Direction.
- The Audit Committee reviews disclosures prior to approval.

7. Equality, Fairness, and Pay Responsibility

7.1 The Institute is committed to:

- Fair and non-discriminatory pay practices;
- Monitoring gender, ethnicity, and equality-related pay data;
- Avoiding unjustifiable pay disparities.

7.2 Remuneration decisions consider:

- Internal pay structures;
- Median staff pay comparisons;
- The wider impact on institutional culture and morale.

8. Oversight and Review

Body	Responsibility	Frequency
The Council (Governing Body)	Ultimate accountability	Ongoing
Remuneration & General Committee	Senior pay decisions	Annually
Audit Committee	Financial assurance and compliance	Termly
Executive Committee	Financial planning and sustainability	Termly

9. Review of the Policy

9.1 This Policy shall be reviewed:

- Annually; or
- Earlier if required by regulatory or legislative change.

9.2 Any material changes must be approved by the Council (Governing Body).