

Remuneration Committee Annual Report 2024/25

September 2025

Introduction

As a top 10 university in the UK the remuneration of staff is a key tool in the attraction and retention of academic and professional services talent. The University believes that pay should be attractive, equitable, competitive, and managed through a robust and consistent framework and is committed to governance and transparency on the remuneration of its senior leaders. This report outlines the role and work of the Remuneration Committee including the total remuneration of the Vice Chancellor for 2024/25.

The Remuneration Committee

Remuneration for senior staff at the University (i.e. those on grade 9¹) is governed by the Remuneration Committee, which reports to Council. The Committee comprises three lay members of Council and is chaired by the Senior Pro Chancellor and Chair of Council. An alternative lay Pro Chancellor chairs the meeting while the Vice-Chancellor's pay is being considered. The Chair may invite the Vice-Chancellor and Deputy Vice-Chancellor to attend part of the meeting to share information related to the remuneration of senior staff who report through them. The Vice-Chancellor and Deputy Vice-Chancellor will never be asked to attend for any discussion about, or decision on, their own remuneration.

The Remuneration Committee's annual review of its [Terms of Reference](#) was in March 2025.

Further details about the Remuneration Committee including current and past membership, terms of reference and meeting dates are available from:

www.lboro.ac.uk/committees/remuneration/.

Approach to Remuneration

Loughborough University believes that the performance of staff may be enhanced through appropriate reward arrangements for outstanding performers. Governance of pay, terms and conditions and employee benefits is therefore vitally important to ensure that the

¹ Grade 9 includes all professorial staff and a small number of senior appointments within Professional Services.

University offers a compelling employment package, whilst ensuring equality, equity, consistency, fairness and risk management.

The University has a salary scale for grades 1 – 8 and the various policies and procedures associated with pay, including guidance on starting salaries, job evaluation and pension schemes, are available from the [University's HR website](#).

The University also participates in the University and Colleges Employers Association (UCEA) national pay bargaining.

The [University's Reward Framework](#) sets out the routes and options available for rewarding excellent performance, which includes an annual process for schools/services to nominate staff (grades 1 to 8) for an additional scale increment, accelerating their progression through the pay scale. To ensure consistency and equity, summary equality data for reward nominations for all grades is reviewed by the Senior Salaries Review Group.

The Remuneration Committee is responsible for determining the most appropriate pay as well as addressing any equity or retention issues for the University's most senior officers, namely:

- Vice-Chancellor
- Deputy Vice-Chancellor
- Chief Operating Officer
- Chief Financial Officer
- Pro Vice-Chancellor (Research and Innovation)
- Pro Vice-Chancellor (Sport)
- Pro Vice-Chancellor for Education and Student Experience

In considering the appropriate reward for the senior officers, Remuneration Committee will ensure that the reward arrangements set out by the University are applied consistently and fairly to this group of staff. Remuneration Committee will also consider the following:

- The institution's performance against the University Strategy and its strategic ambitions
 - We will be more ambitious in our research and innovation endeavour
 - We will strengthen our sector-leading position for education and student experience
 - We will be more diverse, equitable and inclusive
 - We will intensify and extend the reach of our international engagement and impact
 - We will excel in sport and use our pre-eminence to create new opportunities
 - We will develop meaningful partnerships locally, regionally, nationally and internationally

(Note that particular consideration to priority elements of the strategy are considered on a year-by-year basis.)

- The size and complexity of the organisation
- The external market and the University's performance against its competitors

- The University's success (or otherwise) in attracting and retaining the most talented people at the highest level
- University and Colleges Employer Association's Senior Staff Remuneration Survey.
- Committee of University Chairs' Vice-Chancellor Salary Survey.

Institution Performance

In the 2024/25 period, achievements include:

- 7th out of 130 UK Universities in the Complete University Guide 2026
- Best University for Sports related subjects in the global QS higher education league table in 2025.
- British Universities and Colleges Sport (BUCS) overall title for an incredible 44th consecutive year.
- 10th in the Guardian League Table 2025
- 10th out of 134 UK Universities in the Times and Sunday Times University Guide 2025.
- 1st in the 2025 StudentCrowd Awards for Best University Campus and Facilities 2025.

The University also has a number of other achievements which are worthy of noting:

- Continued robust financial management despite turbulent economic conditions means we are on track to deliver a financial breakeven position for 24/25.
- Recognised as a University of Sanctuary for our efforts to go 'above and beyond' in providing a welcoming environment for refugees and those seeking asylum.
- The Wolfson Foundation has awarded a grant of £1.1 million to the University to set up the Wolfson X-Lab Extreme which will establish the University and East Midlands as a hub for hydrogen productivity and manufacturing of materials under extreme conditions.
- 10th in the UK for graduate prospects – The Complete University Guide 2026.
- [Three Loughborough graduate entrepreneurs named as Innovate UK's Women in Innovation](#)
- [Two Loughborough academics announced as members of the UK Young Academy](#) and [Loughborough University celebrates first Global Young Academy Member](#)
- [New multi-million-pound research and innovation hub will transform the landscape of women's sport](#)

Executive Team Remuneration (excluding the Vice-Chancellor)

For 2024/25, the Executive Team's pay was reviewed in relation to the data available through the UCEA Senior Staff Salary Survey.

Vice-Chancellor's Reward 2024/25

For 2024/25 the Vice-Chancellor's pay was reviewed in relation to the data provided by the UCEA Senior Staff Salary Survey and the CUC Salary Survey.

	2024/25	2023/24	2022/23	2021/22 *RA	2021/22 NJ	2021/22 *CML	2020/21	2019/20
Salary	328,355	324,450	312,090	49,595	274,000	33,247	297,570	297,570
Excellence Reward	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Benefits	NIL	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Subtotal	328,355	324,450	312,090	49,595	274,000	33,247	297,570	297,570
Additional for Pension	41,865	42,526.38	38,633	5,051	31,875	2,966	30,342	30,427
Pension Costs	Nil	Nil	Nil	2,898	Nil	2,572	17,333	17,090
Taxable Relocation	Nil	Nil	Nil	NIL	£24,000			
Total	370,220	366,976.38	350,723	57,544	329,875	38,785	345,247	345,087

*Denotes interim postholders during part year 2021/22

Payments Made to Lay Members of Council

No payments (other than receipted expenses) were made to lay members of Council during 2024/25.

External Appointments and Expenses

The University's expenses policy for all staff is available from:

<https://internal.lboro.ac.uk/info/finance/staff/forms/>

The University's policy in external work for all staff is available from:

<https://www.lboro.ac.uk/services/hr/conditions-of-service/external-work/>

The Vice-Chancellor receives no benefits in kind. For example, the University does not own a car or employ a driver for the Vice-Chancellor's use. The University does not maintain a residence for the use of the Vice-Chancellor: he lives in his own property.

Any external work undertaken by the Vice-Chancellor and his executive team during 2024/25 followed the required procedure and was shared with the Remuneration Committee.

Pay Multiples

Loughborough University is a campus university, operating retail and catering outlets and maintaining significant university-owned student accommodation. The University retains many in-house support services that have been outsourced at other institutions, for example cleaning, catering, security or facilities management functions. The University has also included in its calculations a significant number of staff who will have received remuneration during the year on the basis of atypical claims contracts. These factors may adjust downwards the median salary of staff compared to other institutions and pay multiples should be considered carefully in that context.

A summary of pay multiples for this year and previous years is provided below:

Year	Mean Salary	Median Salary	Mean Total Remuneration	Median Total Remuneration
2017/18		9.8		10.1
2018/19		10.8		10.7
2019/20	9.38	11.8	9.12	11.18
2020/21	8.9	10.66	8.3	10.06
2021/22	18.22	23.32	17.71	22.44
2022/23	9.22	11.57	8.67	10.69
2023/24	9.09	11.6	8.74	10.73
2024/25	8.84	11.25	8.16	10.34

Source: UCEA website – VC Median pay ratio dashboard.