

**REMUNERATION AND NOMINATIONS COMMITTEE OF THE BOARD OF
GOVERNORS OF THE GUILDHALL SCHOOL OF MUSIC AND DRAMA**

Monday, 2 November 2020

**Minutes of the Meeting streamed live to You Tube at 10.30 am -
https://youtu.be/E_1u7-unxiE**

Present

Members:

Shreela Ghosh (Chairman)
Randall Anderson
John Chapman
Vivienne Littlechild

Graham Packham (Deputy Chairman)
Andy Taylor
Jeremy Mayhew

Officers:

Steve Eddy	- Barbican Centre
Katharine Lewis	- Guildhall School of Music and Drama
Julie Mayer	- Town Clerk's Department

1. APOLOGIES

Apologies were received from Deputy David Bradshaw and Lynne Williams, the Principal of the Guildhall School of Music and Drama.

2. MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA

There were no declarations.

3. ELECTION OF CHAIRMAN

The Co-opted Chairman of this Committee, Ms Shreela Ghosh, had tendered her resignation from the Board; effective directly after the next meeting of the Board of Governors of the Guildhall School of Music and Drama, on 23rd November 2020. The Town Clerk advised that a pragmatic approach would be to reappoint Ms Ghosh today, and then identify a replacement Co-optee to become the new Chairman at the next meeting in April 2021. Governors noted that the Terms of Reference stated that the Chair of the Committee needs to be: '*....a senior co-opted Governor who is not the Chair of the Board*' (CUC HE Code of Governance refers).

4. ELECTION OF DEPUTY CHAIRMAN

The Deputy Chairman of the Board of Governors would be able to continue to serve as Deputy Chairman of the Remuneration and Nominations Committee, should they wish to do so.

5. **MINUTES**

RESOLVED, that – the public minutes and summary of the meeting held on 2nd September 2020 be approved.

Matters arising

The Principal had a productive meeting with new Board Governor, Mr Munsur Ali, following the last meeting of the Committee

6. **TERMS OF REFERENCE**

The Committee received its Terms of Reference, which had been approved by the Board on 21st September 2020.

7. **REMUNERATION ANNUAL REPORT**

The Committee received the Annual Remuneration Report of the Principal, Guildhall School of Music and Drama, which had been introduced last year by the Office for Students. Officers advised that comparable figures were available, and it was suggested that this be CUC UK data, rather than comparisons with larger institutions. An error was noted in the appendix in that the last review had taken place in 2017.

Officers agreed to liaise in terms of the skills register and an events calendar. It was noted that this Committee only met twice-yearly and, therefore, this was a retrospective report. It was suggested that clarity of process might assist managers when they are asked about pay awards etc. It was accepted that the Pay Policy could be complex, and the Committee asked if they could look at this in more detail, particularly when there are Membership changes. It was also suggested that both Nominations and Remunerations should be standing items on each agenda, rather than twice-yearly meetings concentrating on either aspect. In this way, each meeting could consider any forthcoming terms due for expiry and any gaps in skill sets.

The TC reminded Members that the most recently updated table, showing those Members' terms due for expiry, had been presented to the last meeting. The position was currently fairly stable, with just one Court Member's term due to expire in 2021, along with a replacement required for the Co-opted Chairman of this Committee.

RESOLVED, that – the Annual Remuneration Report be recommended to the Board of Governors of the Guildhall School of Music and Drama.

8. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were no questions.

9. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

The Chairman of the Board of Governors of the Guildhall School of Music and Drama thanked Ms Ghosh for her service both to the Board and as Chairman of

this Committee. Governors joined the Chairman in wishing Ms Ghosh every success in the future.

10. EXCLUSION OF THE PUBLIC

RESOLVED, that – under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act as follows:-

Item	Paragraph
11-12	-
13	1,2 & 3

11. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE WHILST THE PUBLIC ARE EXCLUDED

There were no questions.

12. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT WHILST THE PUBLIC ARE EXCLUDED

There were no items.

13. CONFIDENTIAL MINUTES

RESOLVED, that – the Confidential Minutes of the Meeting held on 2nd September 2020 be approved.

The meeting closed at 11 am.

Chairman

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