



## Statement on Senior Staff Remuneration

Collective Acting Studio believes in both value for money for students, and transparency around the payment of staff – and most particularly senior staff.

We recognise the financial sacrifices our students make to be able to undertake courses with us, so we believe it is our duty to ensure that their money is used fairly and transparently.

The Committee of University Chairs (CUC) is also committed to promoting transparency around how resources are used in our sector and to ensuring that the pay of the most senior staff in universities is fair. To this end, it has worked with its members, partners and sector organisations to develop a Senior Staff Remuneration Code for Higher Education.

The Remuneration Code encompasses three core principles: fairness, independence and transparency. These principles are key to ensuring that pay levels are both reasonable and appropriate, and also allow HE stakeholders to have confidence that resources are being used effectively.

The full code can be seen here:

<https://www.universitychairs.ac.uk/wp-content/files/2021/11/Remuneration-Code-Revised-November-2021-final-1.pdf>

Collective Acting Studio is happily committed to complying with the remuneration code outlined by the CUC as it relates to the payment of our senior staff.

In order to demonstrate our compliance, we will publish the pay rate of all staff, including our senior staff, in our audited accounts which are compiled at the end of each academic year.

*Paul Harvard, CEO – January 2023*