



**DE MONTFORT UNIVERSITY**  
**BOARD OF GOVERNORS: GOVERNOR REMUNERATION POLICY**

This document sets out the policy on the remuneration (the 'Governor Remuneration Policy') of the university's Board of Governors (the 'board').

**1. Context**

The board has the power under the [Instrument and Articles of Government](#) to authorise remuneration for governor roles:

*Governors' benefits*

*(11) The University may only confer Benefits on Governors for acting as a Governor, if the Benefit has been authorised by the Board of Governors in accordance with the University's governing documents.*

The board also has a duty under the [Standing Orders](#) to exercise 'its responsibilities in the furtherance of its charitable purposes as an exempt charity'.

**2. Principles**

The ability to attract and retain high quality governors is crucial to the university's success and the delivery of the Empowering University strategy; remuneration, or lack thereof, may impact the university's ability to attract individuals of the highest calibre. Given the university's exempt charity status, and that only a small number of higher education institutions remunerate roles within their governing bodies, it is vital that the board gives due consideration to all factors associated with governor remuneration, including:

- a. The need to recruit and retain skilled and experienced individuals to lead and contribute to the governance of the institution.
- b. Practice in the sector.
- c. The demands of each governance role and the time commitment required to perform it.
- d. The challenges faced by the sector in general and specifically by the university.

**3. Policy and explanation**

The Chair of the Board will be remunerated at an annual rate of £25,000.

This reflects the demanding nature of the role and the importance of recruiting and retaining the best quality candidate. Only a small proportion of English universities offer remuneration, though

