

EXECUTIVE PAY REPORT TO 31 AUGUST 2026

The Trust recognises that remuneration arrangements for senior leaders must be transparent, justifiable and proportionate to the scale, complexity and responsibility of the roles undertaken. The Trust is responsible for the education, safeguarding and wellbeing of over 3,200 children and young people, the employment and development of a substantial workforce in excess of 400, and the stewardship of significant public funds and assets. The leadership required to deliver these outcomes extends well beyond the operation of individual schools and encompasses strategic planning, financial sustainability, educational improvement, workforce development, governance, compliance, estates management, digital infrastructure, risk management and safeguarding across multiple settings.

The operating environment for academy trusts has become increasingly complex. Trust leaders must respond to rising financial pressures, increasing regulatory and statutory requirements, significant workforce challenges, growing expectations around educational outcomes, and heightened scrutiny from regulators, stakeholders and the wider public. At the same time, schools continue to face recruitment and retention challenges in a competitive labour market, particularly for experienced leaders and specialist professionals. The Trust therefore recognises the importance of maintaining remuneration arrangements that enable it to attract, recruit and retain high-calibre leaders capable of delivering sustained improvement and long-term organisational stability.

Headteacher remuneration is determined in accordance with national school leadership pay arrangements. Each school is assessed against a nationally prescribed group or banding methodology, which takes account of factors such as pupil numbers and school characteristics. The Trust applies these national frameworks consistently and headteacher salaries are established within the appropriate leadership pay range for the relevant school group. Teaching and leadership staff are remunerated in line with nationally recognised Teachers' Pay and Conditions arrangements, ensuring consistency, fairness and alignment with sector practice.

Pay bandings for headteachers.

Group	Salary range 25/26	Including Pension
1	£58,569 – £77,924	Up to £100,273
2	£61,534 – £83,860	Up to £107,911
3	£66,368 – £90,255	Up to £116,140
4	£71,330 – £97,136	Up to £124,995
5	£78,702 – £107,131	Up to £137,856
6	£84,699 – £118,169	Up to £152,060
7	£91,158 – £130,274	Up to £167,637
8	£100,540 – £143,796	Up to £185,037

Executive remuneration relates to those senior Trust-wide leadership positions that carry responsibility for the strategic direction, performance and operation of the Trust as a whole. This includes the Chief Executive Officer, Deputy Chief Executive Officer, Chief Finance and Operating Officer, Director of People, Director of Primary Education and Director of Secondary Education. These roles hold accountability for organisational performance across multiple schools and functions, with responsibilities extending beyond those associated with individual school leadership positions.

To ensure that executive pay remains proportionate, competitive and reflective of market conditions, remuneration for these roles is subject to independent external review and benchmarking against comparable organisations within the education sector and wider public and not-for-profit markets. Benchmarking considers factors including organisational scale, complexity, geographic footprint, workforce size, budget responsibility and the scope of accountability associated with each role. The findings of this external review are considered by the Trust Board, which retains responsibility for determining and approving executive remuneration arrangements.

The Trust Board is committed to ensuring that remuneration decisions are robust, evidence-based and aligned with the Trust's strategic objectives. In doing so, it seeks to balance the careful stewardship of public funds with the need to recruit, retain and motivate exceptional leaders who can deliver high-quality education, strong governance, financial sustainability and positive outcomes for children and young people across all schools within the Trust.

The Academies Trust Handbook requires that the Trust publish on its website, in a separate and readily accessible form, the number of employees whose pay benefits (pay and employer pension contributions) exceeds £100,000 in £10,000 bandings.

Benefits for the purpose of this report include salary, employers pension contributions, other taxable benefits and termination costs.

Excluding employer costs, five employees received remuneration above £100,000. The amounts for gross pay, excluding employer contributions in the year ending 31st August 2026 are:

Banding	Number of employees
In the band £100,001 - £110,000	1
In the band £110,001 - £120,000	2
In the band £120,001 - £130,000	
In the band £130,001 - £140,000	
In the band £140,001 - £150,000	2

The total cost of employment for these staff which includes taxable benefits and pension contributions are:

Banding	Number of employees
In the band £100,001 - £110,000	6
In the band £110,001 - £120,000	1
In the band £120,001 - £130,000	1
In the band £130,001 - £140,000	
In the band £140,001 - £150,000	1
In the band £150,001 - £160,000	1
In the band £160,001 - £170,000	
In the band £170,001 - £180,000	1
In the band £180,001 - £190,000	1
In the band £190,001 - £200,000	