ACT Multi Academy Trust- Executive Pay Summary

Purpose

This statement sets out how the Trust approaches executive pay and fulfils its obligations under the Academy Trust Handbook. It is published on the Trust's website in the interests of transparency and accountability and reflects the Trust's responsibility to ensure that public funds are used appropriately and represent good value for money.

Governance and Decision-Making

The Trust Board is responsible for setting and approving executive pay. Decisions are taken following a robust, evidence-based process and are formally approved by the full Board. No individual is involved in determining their own remuneration. The Board may delegate detailed consideration to a Remuneration Committee, but retains ultimate accountability for all decisions.

Principles Applied

When determining executive pay, the Trust applies the following principles:

- **Transparency**: Pay decisions and the rationale for them are clearly documented and open to scrutiny.
- **Proportionality**: Levels of pay and benefits are reasonable, defensible and reflect the size, complexity and performance of the Trust.
- **Value for money**: Executive pay represents appropriate use of public funds and is considered in the context of the wider public sector.
- **Fairness**: Pay progression for executives is not expected to exceed that of the wider workforce over time.

These principles align with the requirements of the Academy Trust Handbook and the Trust's agreed Pay Policy.

Evidence Base

Executive pay decisions are informed by a range of evidence, which may include:

- The scope and responsibilities of the role
- The individual's skills, experience and performance
- The Trust's educational outcomes and financial position
- Benchmarking data from comparable organisations

All decisions are fully documented, with a clear rationale recorded in Board or committee minutes.

Publication of Executive Pay

In line with the Academy Trust Handbook, the Trust publishes annually the number of employees whose total benefits exceed £100,000, shown in £10,000 bandings, for the previous financial year ending 31 August. For this purpose, benefits include salary, employer pension contributions, other taxable benefits and termination payments. This information is published in a separate, readily accessible section of the Trust's website.

Review

The Trust keeps its approach to executive pay under regular review to ensure ongoing compliance with the Academy Trust Handbook and to reflect any updated guidance issued by the Department for Education.

Pay Range	Pension Contribution in	Total	Number of staff
80,000-90,000	20,000 - 30,000	110,000 – 120,000	1
90,000-100,000	20,000 - 30,000	120,000 - 130,000	0
100,000-110,000	20,000 - 30,000	125,000 – 135,000	0
110,000 – 120,000	20,000 – 30,000	130,000 – 140,000	1