

EXECUTIVE PAY REPORT TO 31 AUGUST 2024

BACKGROUND

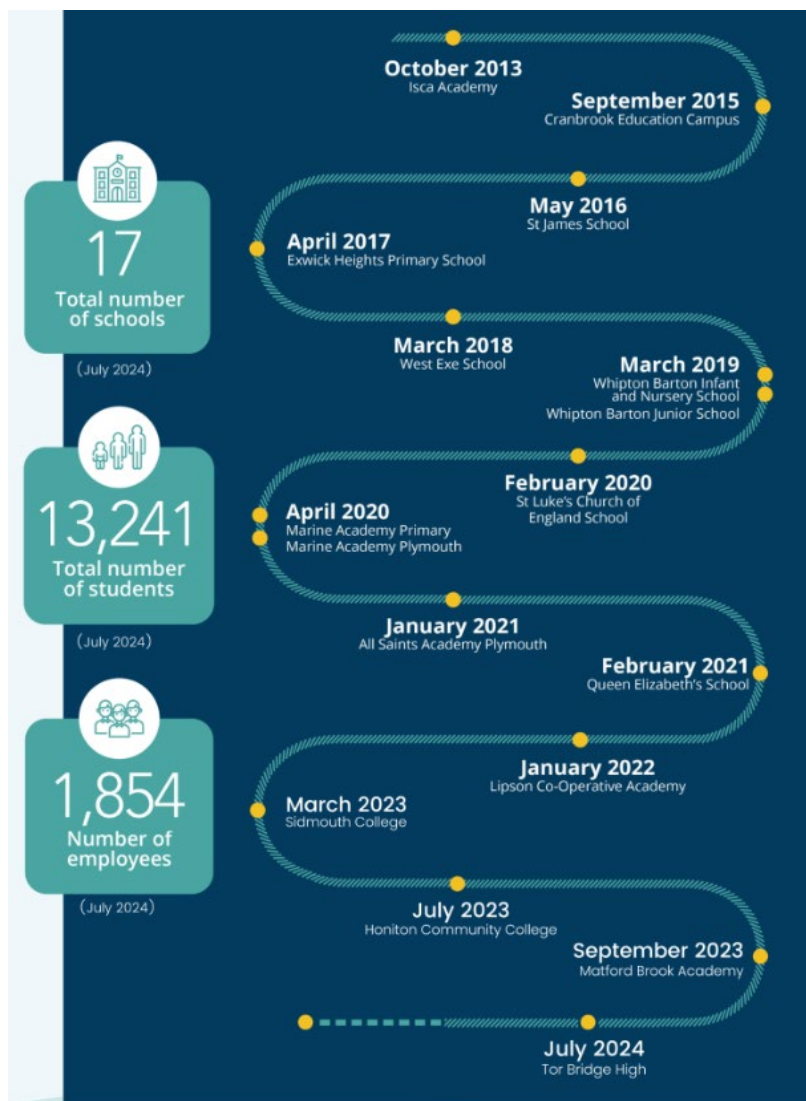
1. Fair and appropriate remuneration is key to the success and development of the Trust, to attract and retain Headteachers and Executive members in a competitive and challenging environment. The Trust now operates 4 primary academies, 11 secondary academies and 2 all-through academies delivering education to over 12,000 children in Exeter, Plymouth, Crediton and East Devon. The Trust is responsible for other key activities including running a teacher training centre with ca 100 trainee teachers. Our Trust has been responsible for regional school improvement work in multiple other Trusts this year affecting potentially 10,000 of other students through this work.
2. Education now goes beyond running our schools, with schools playing a much wider community role, including responding to major issues such as mental health, the cost of living crisis, and addressing pupil attendance. The Trust is at the forefront of developments, working collaboratively across the region to ensure needs are addressed, and that students enjoy school and live lives of opportunity.
3. The Trust follows the Confederation of School Trusts principles for setting pay, through a process underpinned by public sector values and the Nolan principles of public life:

<i>Selflessness</i>	Pay decisions reflect the ethos of public service
<i>Integrity</i>	Pay decisions are made independently (no individual can be involved in deciding his or her own remuneration) and with integrity and probity
<i>Objectivity</i>	Pay decisions are taken impartially, fairly and on merit, using the best evidence and without discrimination or bias.
<i>Accountability</i>	The Trust board is comfortable with scrutiny and challenge in relation to pay decisions.
<i>Openness</i>	Pay decisions are taken in a transparent manner.
<i>Honesty</i>	Decisions and reporting on pay are honest and truthful
<i>Leadership</i>	The trust board demonstrates the highest standards in public life in executing the responsibility to set executive pay.

4. Decisions on pay are made in accordance with the Trust Scheme of Delegation, with pay benchmarked nationally and set in accordance with rules included within the School Teachers Pay and Conditions Document (STPCD). These set out Head Teacher Pay Ranges also known as the Individual School Range or ISR, including specific guidance on the minimum and maximum for individual schools. Leadership pay is linked to performance and the Head Teacher pay ranges, based on the size, location and pupil

characteristic of the school (within the nationally set pay ranges). Executive pay is benchmarked and agreed by the Chairs Governance Committee with accountability to the full Board of Trustees.

5. In setting pay, the Trust reviews salaries internally and externally through benchmarking to ensure they are both fair and legal. Benchmarking is a comparative analysis, looking at the whole picture, including responsibilities, and seniority drawing information from data released by the DfE, salary surveys and market analysis. Outcomes are reviewed for discrepancies which may arise, due e.g. to Trust-wide responsibilities, required school improvement, market factors or (notably in rural areas where staff movement is lower) whether the staff member has been TUPE'd over at conversion.
6. We are immensely proud of the achievements of our Trust this year, which go beyond our schools to the delivery of teacher training, and supporting other Trust and schools to improve. We believe passionately that we are stronger together.
7. Our Trust is a large and complex Trust. Based on the publicly available information, which is the largest 20 Multi Academy Trusts in terms of number of schools in England, we would be the 16th largest in terms of pupil numbers.
8. During 23/24 the Trust's funded pupil numbers grew to 12,995 from 11,715 (+10.9%). Total revenue income also grew from £77,794,241 to £94,529,930 (+21.5%) due to the pupil numbers above and the timing of the new joiners further detailed below.
9. Our growth journey is set out below:



HIGHER PAID STAFF

When determining executive pay, the Trust reviews the level of complexity and challenge attached to roles and refers to leadership pay groups, which set out minimum pay levels based on the characteristics of schools. Factors considered may include pupil numbers and their age, % of students with Special Educational needs, level of deprivation and number of looked after children, alongside experience, the level of educational challenge and academic performance / improvement.

Group	Salary rage 2023/24	Including pension
Group 4	£65,010 - £88,530	Up to £113,920
Group 5	£71,729 - £97,639	Up to £125,642
Group 6	£77,195 - £107,700	Up to £138,588
Group 7	£83,081 - £118,732	Up to £152,784
Group 8	£91,633 - £131,056	Up to £168,643

The Academy Trust Handbook 2024 requires that the Trust publish on its website, in a separate readily accessible form, the number of employees whose pay benefits exceed £100,000 in £10,000 bandings.

Benefits for this purpose include salary, employers' pension contributions, other taxable benefits and termination payments. (Excluding employers' costs, 9 employees received remuneration above £100,000).

As at 31 August 2024 the Trust comprised of 16 academies, including Matford Brook Academy which is currently in temporary accommodation.

The amounts for just gross pay and excluding employer pension contributions for these staff is:

Banding	Number of employees as at 31/8/2024	Number of employees as at 31/8/2023
In the band £100,001 - £110,000	3	3
In the band £110,001 - £120,000	2	0
In the band £120,001 - £130,000	2	2
In the band £130,001 - £140,000	1	0
In the band £140,001 - £150,000	1	1

For total clarity the full cost of employing these staff (including all taxable benefits and employer pension contributions) are:

Banding	Number of employees as at 31/8/2024 (Including Pension contributions, other taxable benefits and termination payments)	Number of employees as at 31/8/2023 (Including Pension contributions, other taxable benefits and termination payments)
In the band £100,001 - £110,000	8	6
In the band £110,001 - £120,000	4	3
In the band £120,001 - £130,000	2	2
In the band £130,001 - £140,000	0	2
In the band £140,001 - £150,000	3	1
In the band £150,001 - £160,000	0	1
In the band £170,001 - £180,000	1	1