

EXECUTIVE PAY REPORT TO 31 AUGUST 2023

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, 10 secondary academies and 2 all-through academies delivering education to over 12,000 children in Exeter, Plymouth, Crediton and East Devon.
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:

***Selflessness
Integrity***

Pay decisions reflect the ethos of public service
Pay decisions are made independently (no individual can be involved in deciding his or her own remuneration) and with integrity and probity

Objectivity

Pay decisions are taken impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability

The Trust board is comfortable with scrutiny and challenge in relation to pay decisions.

Openness

Pay decisions are taken in a transparent manner.

Honesty

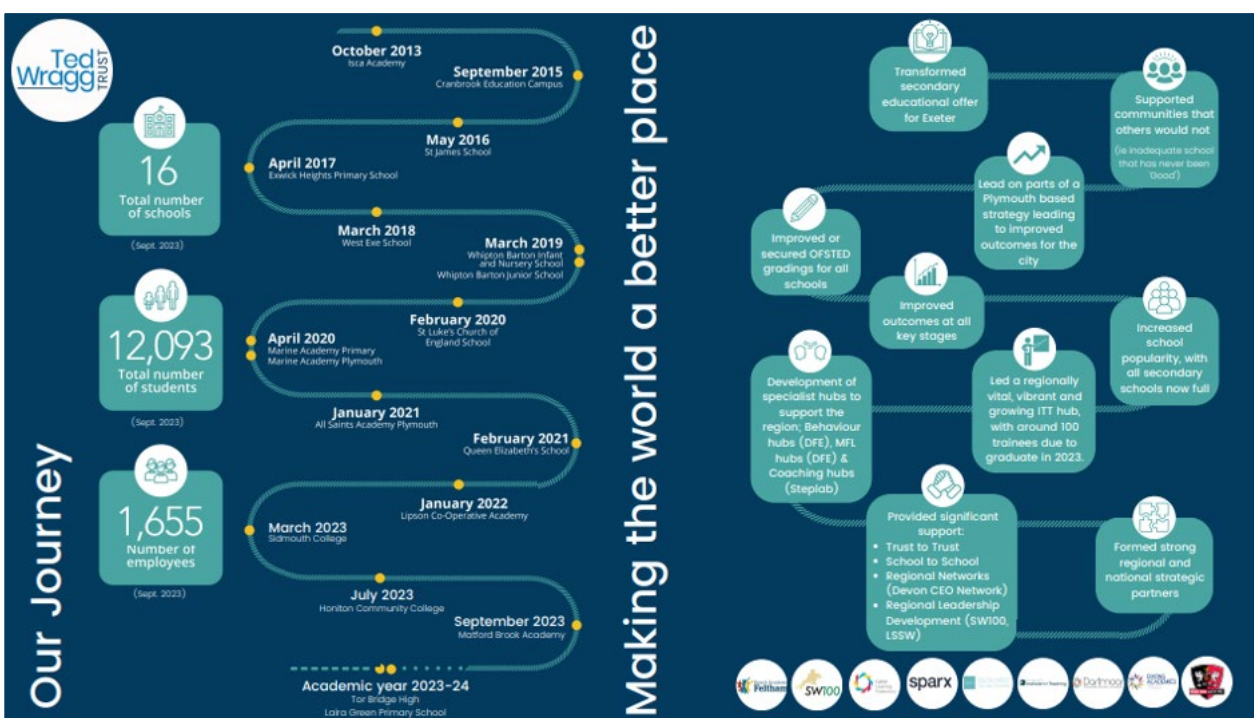
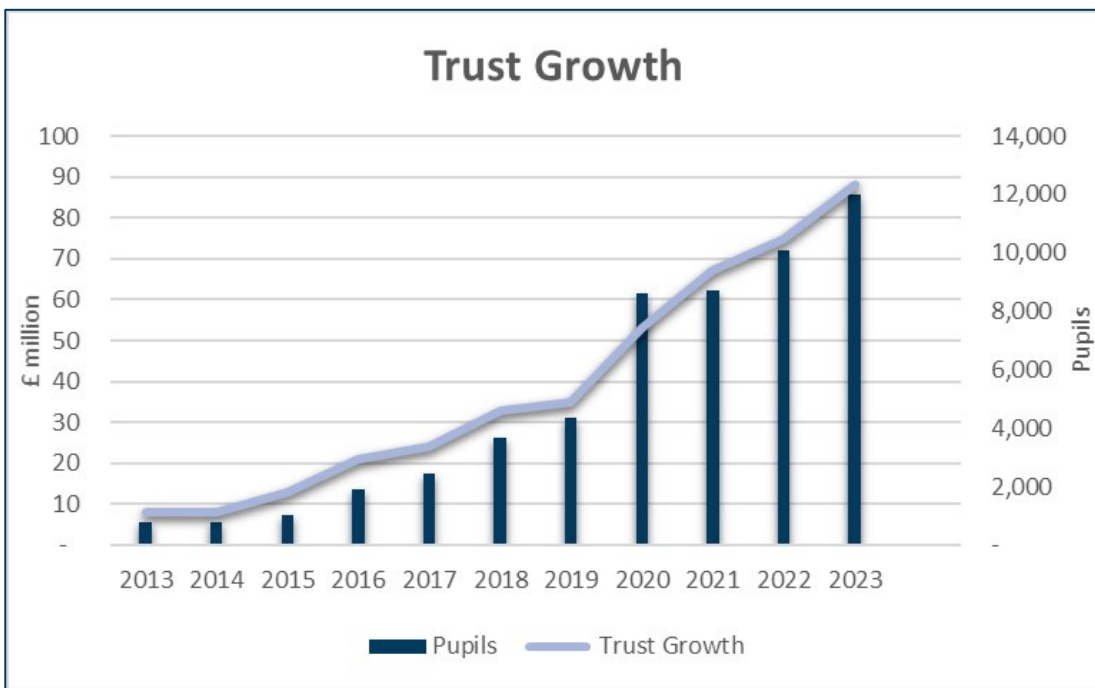
Decisions and reporting on pay are honest and truthful

Leadership

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.

- 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.
- We are immensely proud of the achievements of the 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.
- The Trust is a large, complex Trust within the top 5% by size (based on the latest available data from 2021/22).
- 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 range 22/23	Including pension
Group 4	£61,042 - £83,126	Up to £102,810
Group 5	£67,351 - £91,679	Up to £113,389
Group 6	£72,483 - £101,126	Up to £125,072
Group 7	£78,010 - £111,485	Up to £137,885
Group 8	£86,040 - £123,057	Up to £152,196

The Academy Trust Handbook 2023 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, 6 employees received remuneration above £100,000).

As at 31 August 2023 the Trust comprised of 15 academies. Matford Brook Academy has since opened in temporary accommodation.

The full cost of employing these staff is:

Banding	Number of employees as at 31/8/2023*	Number of employees as at 31/8/2022*
£100,001 - £110,000	6	1
£110,001 - £120,000	3	3
£120,001 - £130,000	2	4
£130,001 - £140,000	2	1
£140,001 - £150,000	1	2
£150,001 - £160,000	1	1
£170,001 - £180,000	1	

*includes pension contributions at c. 23.68%, other taxable benefits and termination payments