

## EXECUTIVE PAY REPORT TO 31 AUGUST 2025

### BACKGROUND

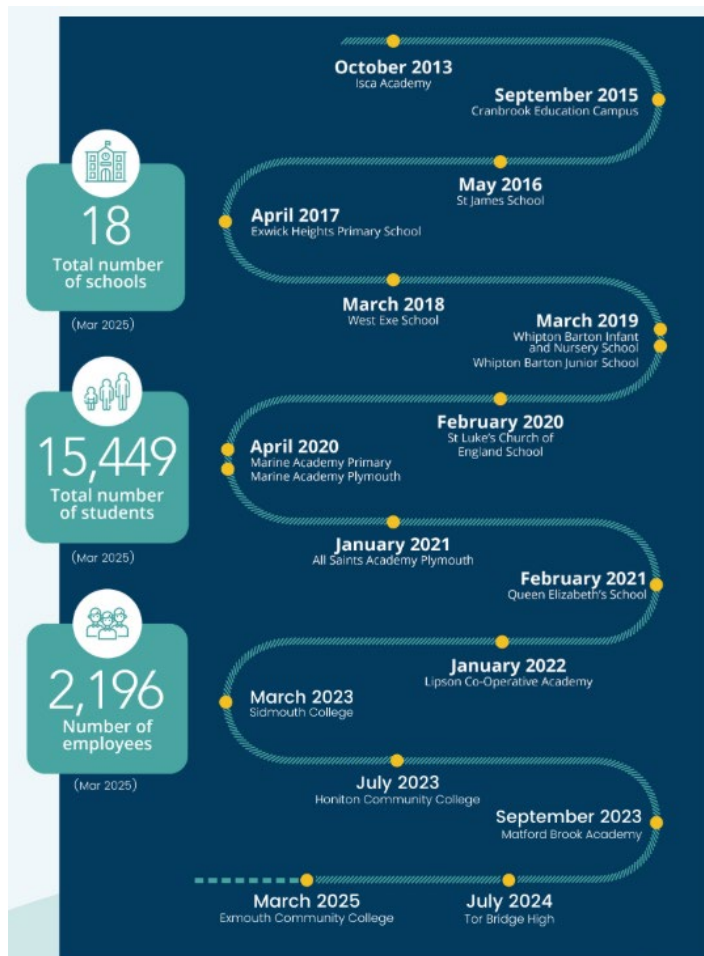
1. Fair and appropriate remuneration is key to the success and development of the Trust, to attract and retain Headteachers and Executive members in a competitive and challenging environment. The Trust now operates 4 primary academies, 12 secondary academies and 2 all-through academies delivering education to over 15,000 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 also been responsible for regional school improvement work in multiple other Trusts this year, impacting a significant number of students not within our Trust 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 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:

<b><i>Selflessness</i></b>	Pay decisions reflect the ethos of public service
<b><i>Integrity</i></b>	Pay decisions are made independently (no individual can be involved in deciding his or her own remuneration) and with integrity and probity
<b><i>Objectivity</i></b>	Pay decisions are taken impartially, fairly and on merit, using the best evidence and without discrimination or bias.
<b><i>Accountability</i></b>	The Trust board is comfortable with scrutiny and challenge in relation to pay decisions.
<b><i>Openness</i></b>	Pay decisions are taken in a transparent manner.
<b><i>Honesty</i></b>	Decisions and reporting on pay are honest and truthful
<b><i>Leadership</i></b>	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 on Get Information About Schools, we are the 27<sup>th</sup> largest Trust in terms of pupil numbers out of 2,203 Multi Academy Trusts within the country.
8. During 24/25 the Trust's funded pupil numbers grew to 12,997 from 15,078 (+16.0%). Total revenue income also grew from £117,857,125 to £94,529,930 (+24.7%) 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 2024/25	Including pension
Group 2	£59,167 - £80,634	Up to £103,760
Group 3	£63,815 - £86,783	Up to £111,672
Group 4	£68,586 - £93,400	Up to £120,187
Group 5	£75,675 - £103,010	Up to £132,553
Group 6	£81,441 - £113,624	Up to £146,211
Group 7	£87,651 - £125,263	Up to £161,188
Group 8	£96,673 - £138,265	Up to £177,919

The Academy Trust Handbook 2025 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, 16 employees received remuneration above £100,000).

As at 31 August 2025 the Trust comprised of 18 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 31/8/2025
In the band £100,001 - £110,000	10
In the band £110,001 - £120,000	1
In the band £120,001 - £130,000	2
In the band £130,001 - £140,000	1
In the band £140,001 - £150,000	1
In the band £160,001 - £170,000	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 31/8/2025 (Including Pension contributions, other taxable benefits and termination payments)
In the band £100,001 - £110,000	12
In the band £110,001 - £120,000	8
In the band £120,001 - £130,000	5
In the band £130,001 - £140,000	9
In the band £140,001 - £150,000	2
In the band £150,001 - £160,000	1
In the band £160,001 - £170,000	1
In the band £170,001 - £180,000	1
In the band £190,001 - £200,000	2