

Executive Pay Statement 2024-25

The Academy Trust Handbook puts a requirement on all academy trusts to outline the number of employees paid £60,000 per annum or more in their annual accounts, in bandings of £10,000. These accounts must be published on the Trust's website.

With the publication of the Academies Financial Handbook 2020, all academy Trusts must publish - on its website in a separate, readily accessible form - the number of employees whose benefits exceeded £100,000, in £10k bandings, as an extract from the disclosure in its financial statements for the previous year ended 31 August. Benefits for this purpose include salary, other taxable benefits and termination payments, but not the trust's own pension costs. In the case of employees who are trustees, their salary and other benefits will also be disclosed in £5k bandings in the trust's financial statements.

| Salary Range | Number of employees |
|---------------------|---------------------|
| £100,000 - £110,000 | 3 |
| £110,001 - £120,000 | 2 |
| £120,001 - £130,000 | 3 |
| £130,001 - £140,000 | 0 |
| £140,001 - £150,000 | 0 |
| £150,001 - £160,000 | 1 |

There are no employees or are also trustees of Nexus MAT.

Executive pay in Nexus MAT is aligned to the Leadership Points within the School Teachers Pay and Conditions Document, which is a national pay framework negotiated between the national teacher unions and the Department for Education. The Leadership Points have been set for Headteachers. Annual inflationary awards are made by the Government, with the Secretary of State for Education and the Prime Minister receiving independent advice from the School Teachers' Review Body.

Within this national pay framework, leadership pay for Headteachers in 2024-25 had a range of £81,441 (Leadership Point 21) up to £138,265 (Leadership Point 43).

In setting executive pay, Directors of the Trust take advice from the Trust's Human Resources Manager.

More information is available in the Trust's Pay Policy, which is reviewed annually.

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