

Executive Pay Statement 2021-22

The Academy Trust Handbook puts a requirement on all academy trusts to outline the number of employees paid £60,000 per year 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 2021 Academy Trust Handbook, all academy trusts must publish on its website in a separate, readily accessible format the number of employees whose benefits exceeded £100k, in £10k bandings, for the previous year ended 31 August. Benefits for this purpose include basic salary, employers' pension contributions, other taxable benefits, and termination payments. Where the academy trust has entered into an off-payroll arrangement with someone who is not an employee, the amount paid by the trust for that person's work for the trust must also be included in this disclosure where payment exceeds £100k.

Nexus MAT does **not** pay any employees any benefits/bonuses beyond the nationally agreed pay and conditions, and the Trust does not define the employer pension contribution as a benefit, as it is a statutory requirement to enrol staff in a pension scheme. However, details are as follows with the inclusion of the employer pension contribution as a benefit:

Table 1

Benefits Range	Number of employees
£100,001 - £110,000	2
£110,001 - £120,000	1
£120,001 - £130,000	3
£130,001 - £140,000	1

Please note that the definitional change (related to the inclusion of employer pension contributions) means that the figures above are comparable to 20/21 published figures only.

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 senior leaders in the state education system. 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 2021-22 had a range of £42,195 (Leadership Point 1) up to £117,197 (Leadership Point 43).

In setting executive pay, Directors of the Trust take advice from the Trust's Human Resource Manager and sector bodies, such as the National Governance Association and the Confederation of School Trusts.

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