

## Executive Pay Statement 2020-21

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	3
£110,001 - £120,000	1
£120,001 - £130,000	2
£130,001 - £140,000	1

The requirement to publish employer’s pension contributions as part of employee’s benefits was a new inclusion in the Academy Trust’s Handbook 2021. It was explicitly instructed in the predecessor document, the Academies Financial Handbook 2020, to omit the trust’s employer pension contribution as a benefit. For this reason, the years 2019/20 and 2020/21 Executive Pay Statements are not easily comparable.

For the sake of comparison with 2019/20 details salary and to provide heightened transparency with the public, Table 2 includes the number of employees paid a salary of £100,000 or more, in £10k bands, but **not** the trust’s employer pension costs. As stated earlier, the Trust pays no other benefits to employees beyond basic salary:

**Table 2**

Salary Range	Number of employees
£100,001 - £110,000	2
£110,001 - £120,000	1

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 2020 had a range of £42,194 (Leadership Point 1) up to £137,197 (Leadership Point 53).

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.