



Slough and East Berkshire  
C of E Multi Academy Trust

## **Senior Leadership Pay (over £100k 2019/20) – statutory reporting**

### **The Context**

Within the Slough and East Berkshire Multi Academy Trust, our goal is to achieve exceptional performance across all of our academies. Trustees recognise that they are governing a publicly funded organisation and it is their responsibility to ensure that leadership pay and the leadership structure is in keeping with the Nolan principles of public life; affordable and sustainable in the long term and appropriate for the level of responsibility.

### **Principles for Remuneration**

Trust Remuneration for senior leaders is guided by the following principles:

**Transparency** – Senior staff should expect that salaries will be published

**Proportionality** – Alignment to salary levels across the whole Trust; comparison with the education sector.

**Performance** – Monitoring performance is a key component of any pay decision.

### **Senior Leadership Pay**

The Chief Executive Officer (CEO) is responsible for each headteacher's review and pay progression. This is done in partnership with the Chair of Governors of the LGB. Annual pay progression within the range for this post is not automatic. Progression (if any) along the headteacher's pay grade will depend upon performance in relation to agreed objectives. In addition, the CEO in conjunction with the Chair of Governors reserve the right to award bonus payments where exceptional performance is evident.

### **Chief Executive Officer Pay**

Setting the framework for the pay of the Chief Executive Officer is the responsibility of the Board of Trustees. This follows a robust evidence-based process reflecting the role and responsibilities. The remuneration package is based on what is affordable, sustainable and considered in the context of the overall executive team. Benchmarking has been used as it is a reasonable tool and comparisons are worth exploring. The Trustees reserve the right to award bonus payments where exceptional performance is evident. The bonuses are one-off rather than a salary increase, discretionary and not automatic.

### **Publication**

The Trust Board publishes all salaries of £100,000 and above on the website. In the 2019-20 academic year, these are:

- £120,000 - £130,000 – 1 employee