

Higher paid staff

In accordance with the requirements stated in the Academy Trust Handbook all employees whose benefits (salary, employers pension contributions, other taxable benefits and termination payments) are more than £100k are shown below.

The number of employees whose emoluments fell within the following on an annualised basis bands in 2024/25 was:		
Band	2024-25	2023-24
£100,000 - £110,000	24	10
£110,001 - £120,000	13	5
£120,001 - £130,000	4	12
£130,001 - £140,000	8	3
£140,001 - £150,000	9	5
£150,001 - £160,000	6	2
£160,001 - £170,000	2	3
£170,001 - £180,000	2	1
£180,001 - £190,000	2	1
£200,001 - £210,000	2	0
£240,001 - £250,000	0	1
£270,001 - £280,000	1	0

All of the above employees participated in the Teachers' Pension Scheme or a local Government Pension Scheme.

The number of employees in higher-pay brackets has increased, primarily driven by the strategic growth of the Trust. This trend is further compounded by the 5.5% teacher pay award and the full-year impact of the Teachers' Pension Scheme (TPS) employer contribution rate, which rose from 23.6% to 28.6% on 1 April 2024.