



The Academies for Character and Excellence follows the robust guidance set by the Government's Education and Skills Funding Agency (ESFA) when setting or reviewing executive salaries, so they are set at fair, reasonable and justified levels.

The Board of Trustees take accountability for this and through consistent scrutiny, challenge the Trust on salary levels. We are confident that as a Trust we are following the guidance to ensure that salary levels are justifiable and provide the best value for money for our growing Trust of schools.

The Academy Trust Handbook requires that the Trust publish on its website, in a separate readily accessible form, the number of employees whose pay benefits exceed £100,000 in £10,000 bandings.

Benefits for this purpose include salary, employers' pension contributions, other taxable benefits and termination payments.

As at 31st August 2023 the Trust comprised of 8 schools

Number of employees as at 31/8/2023

(Including Pension contributions at 23.68%, other taxable benefits and termination payments)

Banding

In the band £100,001 - £110,000	0
In the band £110,001 - £120,000	0
In the band £120,001 - £130,000	0
In the band £130,001 - £140,000	1