



## EXECUTIVE PAY REPORT TO 31 AUGUST 2025

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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 the 31st August 2025 the Trust comprised of 20 schools

### **Number of employees as at 31.08.25**

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

### **Banding**

In the band £100,001 – £110,000 - 4 employees

In the band £110,001 – £120,000

In the band £120,001 – £130,000

In the band £130,001 – £140,000

In the band £140,001 – £150,000 - 1 employee

In the band £150,001 – £160,000

In the band £160,001 – £170,000

In the band £170,001 – £180,000 - 1 employee