EXECUTIVE PAY REPORT TO 31 AUGUST 2026

The Academies for Character and Excellence follows the robust guidance set by the Department for Educations when setting or reviewing executive salaries, so they are set at fair, reasonable and at 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 based on an annualized full-time equivalent value.

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

As at the 31st August 2026 the Trust compromised of 20 schools

Number of employees as at 31.08.26

Banding

In the band £100,001 – £110,000 – 8 employees
In the band £110,001 – £120,000 – 1 employee
In the band £120,001 – £130,000
In the band £130,001 – £140,000
In the band £140,001 – £150,000
In the band £150,001 – £160,000 – 1 employee
In the band £160,001 – £170,000
In the band £170,001 - £180,000
In the band £180,001 - £190,000 – 1 employee
In the band £190,001 - £200,000