



Eileen Milner,  
Chief Executive,  
Education and Skills Funding Agency

28th February 2018

Dear Ms Milner,

Thank you for your letter of February 23rd. For the record, I abhor the waste of public money that has followed the fragmentation of our school system. There has been a failure to predict and therefore prevent cost duplication and unmanaged wage inflation generated through the explosion of hundreds of non-viable single academy trusts.

The Elliot Foundation has always endeavoured to adhere to the 7 Nolan Principles, play with a straight bat and take an open approach to the matter of executive pay and benefits.

I would like to draw your attention to the following:

- Unlike most academy trusts, the founders of the Elliot Foundation worked for nothing whilst getting the charity off the ground
- They had no 'day jobs' to pay the bills while they took a risk on setting up a different choice of sponsor for primary schools
- They put their reputations and their livelihoods on the line for disadvantaged schools and their children
- Some of this 'at risk' work was subsequently paid through a charitable donation to the trust, although the founder volunteers had no foreknowledge of this recognition
- The above has been documented in numerous communications to Sir Theodore Agnew (in his previous role as Non-Exec Director at the DfE) and Lord Nash as far back as March 2013 (copies available on request)
- It has also been disclosed on our website [here](#), [here](#) and [here](#)
- These disclosures also show that my CEO (Hugh Greenway) waived a significant element of his salary and his entitlement to a Local Government Pension for several years until the trust was able to afford the cost in May 2016

#### **Justification of CEO salary**

- The CEO's salary was set by the Remuneration Committee of the Trust following reviews of the marketplace in June 2014 and is part of his contract of employment
- The deliberations of the committee and the Trust Board are subject to external audit by RSM and the EFSA is in receipt of their reports
- We have also been reviewed by the NAO and the EFSA itself
- Ignoring the absurd outliers in both the [Academy](#) and the [Maintained Sectors](#), you will note that our CEO's salary compares with that of the

CEOs of [Future Academies Trust](#) and [Inspiration Trust](#), both of which are smaller and less complex than The Elliot Foundation:

Trust	CEO Salary Bracket	Total Remuneration to Key Management Personnel	Total number of staff employed in 2016-17 accounts	Total severance payments in 2016-17
Elliot Foundation	£160-170k	£828k	974	£19k
Future Academies Trust	£150-160k	£717k	330	£154k
Inspiration Trust	£150-160k	£1.79m	865	£225k

#### CEO Pay rise

- This year the Elliot Foundation CEO was awarded a 1% pay rise along with all head office staff
- All teachers were awarded a 2% pay rise

#### Other benefits and expenses

- The CEO receives no other benefits or emoluments for his work other than membership of the Local Government Pension Scheme and his expenses are published in detail on the Trust website

#### Level of challenge in the role

- 18 of 27 Elliot Academies were sponsored and a further 5 jumped before they were pushed by the DfE
- 44% of our 10,000 children are EAL and 42% receive Pupil Premium funding
- Our schools average in 76th percentile for multiple deprivation
- To date we believe only ARK has created more “Outstanding” sponsored Primary Schools than The Elliot Foundation
- Following 17 OFSTED inspections we have 6 outstanding judgments, 9 good and 2 RI

#### Publication

In line with our policy of openness on all matters of the use of public money, we will be publishing this letter on our website.

Best wishes,



Dr. Caroline Whalley CBE