

Executive and Senior Leadership Pay 2019/20

Introduction

The Elliot Foundation Academies Trust (the Trust) is committed to achieving excellence across all academies. The Trust operates a reward system intended to support the recruitment and retention of exceptional leaders to deliver this vision whilst acknowledging the responsibilities of a publicly funded organisation to ensure reward is justified and sustainable.

Pay and Reward Benefits

This consists of pay, pension contributions and annual leave only. The Trust does not operate a bonus scheme. Any additional payments are made on an exceptional basis and in accordance with the Scheme of Delegation and Pay Policy.

Executive Team Pay

These roles are remunerated on the Executive Pay Scales approved by the Board of Trustees which are designed to facilitate the recruitment and retention of exceptional leaders from both within and outside the education sector.

Individual placement on the pay scales is proposed by the CEO (Chair of Board for CEO placement) using additional contextual and/or benchmarking information and is approved by the Board of Trustees following recommendation by the Remuneration Committee.

Progression within the relevant salary scale is awarded every 2 years subject to satisfactory performance.

Executive Principal and Principal Pay

These roles are remunerated on the Executive Principal/Principal Pay Scales approved by the Executive Team. These pay scales reflect the leadership pay spine as set out in the School Teachers Pay and Conditions Document (STPCD) and a TEFAT specific % uplift. The scales are designed to achieve fairness and equity across the organisation and facilitate the recruitment and retention of exceptional and experienced school leaders.

Individual placement on the pay scale is proposed by the relevant Regional Director using contextual information, including the academy or federation group size in accordance with the STPCD and approved by the Executive Team.

Progression within the salary scale is awarded every year subject to satisfactory performance.

Number of Employees Receiving Benefits of >£100k in 2019/20 Academic Year

Benefits Banding	Headcount
£100,001 - £110,000	5
£110,001 - £120,000	6
£120,001 - £130,000	4
£130,001 - £140,000	5
£140,001 - £150,000	1
£220,001 - £230,000	1
Total	22

