

Executive and Senior Leadership Pay 2024/25

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.

All staff are enrolled in the Teachers' Pension Scheme or the Local Government Pension Scheme where they meet the scheme eligibility criteria.

There is no provision for enhanced redundancy payments.

Executive Team Pay

These roles are remunerated on the Executive Pay Scales 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.

Salary ranges for Executive Principal and Principal posts are determined by federation or school group size in accordance with the STPCD. Individual placement on the pay range is proposed by the relevant Regional Director using contextual information and postholder experience which is considered and approved by the Executive Team.

Progression within the salary range is awarded every year subject to satisfactory performance. Once at the top of the salary range for the post, the TEFAT % uplift increases annually in increments of 5% up to a maximum of 25%, subject to appointment criteria. This is designed to aid retention of our most experienced Executive Principals and Principals.

Number of Employees Receiving Benefits of >£100k in 2024/25 Academic Year

Trustees publish all pay and reward benefits of £100,000 p/a or more on the Trust website.
In the year 2024/25 these were:

Benefits Banding	Headcount
£100,001 - £110,000	10
£110,001 - £120,000	5
£120,001 - £130,000	8
£130,001 - £140,000	3
£140,001 - £150,000	2
£150,001 - £160,000	3
£160,001 - £170,000	4
£170,001 - £180,000	4
£250,001 - £260,000	1
Total	40