



## **M20 Learning Trust - Executive Pay Reporting - for the year 2023/2024**

### **Executive Pay Reporting at the M20 Learning Trust - 2023-2024**

The Department for Education (DfE) provides guidance to Trusts around the setting of executive pay. An extract of this guidance is provided in the italicised text below:

*Academy trusts are both charities and companies limited by guarantee and must operate to further the trust's educational charitable purpose.*

*They are accountable to the Education and Skills Funding Agency (ESFA), the Secretary of State for Education as principal regulator, and the communities they serve for the education they provide to pupils.*

*It is essential that we have the best people to lead our schools, but at the same time, it is important that salaries:*

- *can be justified and are in the best interests of the charity*
- *reflect the individual's responsibilities*
- *demonstrate value for money*

*Academy trusts are free to set their own salaries for staff. This places an even greater responsibility on the board to ensure that the use of public money represents the best value for money, and that decisions are underpinned by the 7 principles of public life, as set out by Lord Nolan.*

An Academy Trust is an education charity that exists in order to advance education, for public benefit.

Trustees recognise that they are governing a publicly funded organisation and it is their responsibility to ensure that leadership pay and the leadership structure is in line with the Nolan principles of public life; affordable, and sustainable in the long term, as well as appropriate for the level of responsibility.

## Evaluating performance and setting executive pay

In the academic year ended 2023/2024, all senior leaders were part of a formal appraisal process, the outcome of which informed pay awards.

The Trust has a Remuneration Committee, which has its own terms of reference. The Committee (whose meetings is clerked by the Trust's governance professional) may also make use of appropriate external advisers in order to support (a) their review of the executive performance against objectives; (b) to set objectives for the coming year, and (c) to recommend a pay award to the Trust Board. In undertaking its duties, the Committee has due regard for all elements detailed in the DfE's published guidance.

## Executive pay reporting for the year 2023-2024

In accordance with the Education and Skills Funding Agency's (ESFA) Academy Trust Handbook 2023:

**2.29** *The trust **must** publish on its website in a separate readily accessible form the number of employees whose benefits exceeded £100k, in £10k bandings, for the previous year ended 31 August. Benefits for this purpose include salary, employers' pension contributions, other taxable benefits and termination payments. Where the academy trust has entered into an off-payroll arrangement with someone who is not an employee the amount paid by the trust for that person's work for the trust must also be included in the website disclosure where payment exceeds £100k as if they were an employee.*

The reporting for the academic year 2023-2024 is provided in the table below:

<b>Banding</b>	<b>Salary</b>	<b>Pensions</b>	<b>Other Taxable benefits</b>	<b>Number of employees</b>
<b>£</b>	<b>£k</b>	<b>£k</b>	<b>£k</b>	
100-110k	-	-	-	-
111-120k	-	-	-	-
121-130k	-	-	-	-
131-140k	-	-	-	-
141-150K	113	33	-	1
151-160K	-	-	-	-
161-170K	-	-	-	-

This document is updated annually, in line with the publication of the Trust's audited accounts.