



Publication of Employees Receiving Benefits Exceeding £100,000

In accordance with the Academy Trust Handbook, the Trust is required to publish the number of employees whose total employment benefits exceeded £100,000 during the year ended 31 August 2026, shown in £10,000 bandings.

For the purposes of this disclosure, "benefits" are defined by the Academy Trust Handbook and include not only gross salary, but also **employer pension contributions**, taxable benefits and any termination payments. Employer pension contributions for teaching staff are determined nationally through the Teachers' Pension Scheme and are paid by the Trust at the prescribed statutory rate (currently 28.68%).

These contributions form part of the reported total benefits figure but are not received directly as salary by employees.

The figures below therefore represent total employment benefit costs borne by the Trust, rather than employees' gross pay alone.

Employee benefits exceeding £100,000 for the year ended 31 August 2026

Relevant £10,000 bandings		Number of employees	
		2026	2025
£100,000.01	£109,999.99	4	0
£110,000.00	£119,999.99	2	2
£120,000.00	£129,999.99	1	1
£130,000.00	£139,999.99	2	1
£140,000.00	£149,999.99	0	0
£150,000.00	£159,999.99	0	1
£160,000.00	£169,999.99	1	0

Craig Nicholson
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