

Higher Paid Staff Report 2024-25

Per the Academies Trust Handbook, all Academy Trusts are required to publish on their website the number of employees whose gross annual salary and benefits are £100,000 or more. Benefits for this purpose include salary, employer's pension contributions, other taxable benefits and termination payments.

DfE Recommended Pay - Headteacher Group 8 worked example

The DfE place a range for Group Eight school Headteacher Salaries to be in the range up to £145,218. The employers' pension contributions to Teachers' Pensions are set by government and are at the rate of 28.6%. This would show as follows:

Salary: £140,000-£150,000

Ers Pension: £40,000-£50,000

Our Trust follows the DfE Guidance on School Teacher, Headteacher and Executive Pay. nb Salaries may be uplifted if the employee undertakes consultancy work that brings income to the Trust.

The number of employees where pay and benefits including employer pension costs and other benefits exceed £100,000 in the academic year to 31 August 2025 is shown below:

Banding	Total number of employees
Salary: £70,000 - £80,000 Ers Pension: £20,000 - £30,000	1
Salary: £80,000 - £90,000 Ers Pension: £10,000 - £20,000	1
Salary: £80,000 - £90,000 Ers Pension: £20,000 - £30,000	3
Salary: £90,000 - £100,000 Ers Pension: £20,000 - £30,000	1
Salary: £100,000 - £110,000 Ers Pension: £30,000 - £40,000	1
Salary: £150,000 - £160,000 Ers Pension: £60,000 - £70,000	1

