

Senior Executive Remuneration - Statement of Practice 2020/21

Principles

When considering and setting salary levels across the Trust, a clear set of principles has been identified to ensure transparency. These are that senior employee remuneration should:

- Ensure that the Trust can attract and retain the leaders that our children deserve
- Reflect and incentivise educational performance
- Ensure the effective financial performance of the Trust
- Ensure equity within the Trust (*see below "Pay Relativities"*)
- Take account of the level of challenge and responsibility in a given role
- Take account of the wider public sector market and be defensible in this context
- Take account of any other pay or benefit awarded by the Trust to the employee

Trustees recognise that their decisions must also accord with the Seven Principles of Public Life and the Equality Act 2010. Decisions in respect of senior employee remuneration will reflect the value partners of Astrea, which form an important strand of performance management and objective setting.

Pay Relativities

In order to ensure fairness and equity throughout the organisation, job roles should be banded relative to that of the salary of a newly qualified teacher. The highest paid role will not exceed eight times that of a newly qualified teacher.

Governance

The Board of Trustees take great care to ensure the public obtain value for money from the personnel appointed within the Trust and are attentive to excessive levels of pay.

The Remuneration Committee meets regularly to consider the pay of senior employees and to ensure that pay follows an evidence based process and reflects individuals' roles and responsibilities. From time to time, the Committee will seek external advice and benchmarking in order to satisfy the Board that senior employee remuneration is equitable and competitive within the sector. For example, an exercise was undertaken by Judicium HR & Education Consultancy during the year 2017-2018 to make independent recommendations to Remuneration Committee.

The Chair of Trustees and the Remuneration Committee shall have regard to the advice of the responsible minister and of the ESFA, as published from time to time. In particular, [here](#).

At all times, Trustees will ensure compliance with the provisions of the [Academies Financial Handbook](#) (in particular, clauses 2.30-2.34). Following annual publication of this Handbook, Trustees will agree and document the process for determining senior employee remuneration ahead of the next performance cycle. All senior employees – being Executive Directors of the Trust – shall be on payroll and not otherwise contracted.

Trustees will agree and publish this statement annually.