



W A T E R T O N
ACADEMY TRUST®
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Executive Pay Statement 2021-22

The Academy Trust Handbook, formally known as the Academies financial handbook, puts a requirement on all academy trusts to outline the number of employees paid £60,000 per year or more in their annual accounts, in bandings of £10,000. These accounts must be published on the Trust's website.

The Academy Trust Handbook 2021, requires all academy trusts to publish on its website, a separate statement of the number of employees whose benefits exceeded £100k, in £10k bandings, in the previous year ended 31 August. For the purpose of the statement, benefits include basic 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 this disclosure where payment exceeds £100k.

Waterton Academy Trust does not pay any employee any benefits/bonuses beyond the nationally agreed pay and conditions, and the Trust does not define the employer pension contribution as a benefit, as it is a statutory requirement to enrol staff in a pension scheme. However, total benefits including the employer pension contribution, are detailed in the table below:

Table 1

Benefits Range	Number of employees
£160,000 - £170,000	1

The requirement to publish employer’s pension contributions as part of employee’s benefits was a new inclusion in the Academy Trust’s Handbook 2021. It was explicitly instructed in the predecessor document, the Academies Financial Handbook 2020, to omit the trust’s employer pension contribution as a benefit. For this reason, the years 2019/20 and 2020/21 Executive Pay Statements are not easily comparable.

For the sake of comparison with 2019/20 details salary and to provide heightened transparency with the public, Table 2 includes the number of employees paid a salary of £100,000 or more, in £10k bands, but not the trust’s employer pension costs. As stated earlier, the Trust pays no other benefits to employees beyond basic salary:

Table 2	
Salary Range	Number of employees
£130,001 - £140,000	1

Executive pay in Waterton Academy Trust is aligned to the Leadership Points within the School Teachers Pay and Conditions Document, which is a national pay framework negotiated between the national teacher unions and the Department for Education. The Leadership Points have been set for senior leaders in the state education system. Annual inflationary awards are made by the Government, with the Secretary of State for Education and the Prime Minister receiving independent advice from the School Teachers’ Review Body.

Within this national pay framework, leadership pay for Headteachers in 2020/21 had a range of £42,195 (Leadership Point 1) up to £117,197 (Leadership Point 43).

In setting executive pay, Trustees take advice from the CFO and sector bodies, such as the Confederation of School Trusts (CST) and other trusts.

More information is available in the Trust’s Pay Policy, which is reviewed annually.