



## The Inspire Multi Academy Trust (South West)

### **Executive Pay Report (including Executive Headteachers, CEOs, Executive Leaders)**

Fair and appropriate remuneration is key to the success and development of the Trust, to attract and retain Headteachers, Heads of School and Executive Leaders in a competitive and challenging environment.

Education now goes beyond running our schools, with schools playing a much wider community role, including responding to major issues such as mental health, the cost-of-living crisis, significantly heightened Child Protection and Safeguarding demands (both in and out of term time) and addressing pupil attendance. Many of these issues are exacerbated in the areas of high deprivation and challenge that we serve.

The Trust is at the forefront of many developments, working collaboratively across the region to ensure needs are addressed, and that pupils enjoy school and live lives of opportunity and aspiration.

The Trust follows the Confederation of School Trusts principles for setting pay, through a process underpinned by public sector values and the Nolan principles of public life:

**Selflessness:** Pay decisions reflect the ethos of public service

**Integrity:** Pay decisions are made independently (no individual can be involved in deciding his or her own remuneration) and with integrity and probity

**Objectivity:** Pay decisions are taken impartially, fairly and on merit, using the best evidence and without discrimination or bias.

**Accountability:** The Trust Board is comfortable with scrutiny and challenge in relation to pay decisions.

**Openness:** Pay decisions are taken in a transparent manner.

**Honesty:** Decisions and reporting on pay are honest and truthful

**Leadership:** The Trust Board demonstrates the highest standards in public life in executing the responsibility to set executive pay.

Decisions on pay are made in accordance with the Trust Scheme of Delegation, with pay benchmarked regionally and nationally and set in accordance with rules included within the School Teachers Pay and Conditions Document (STPCD). These set out Headteacher Pay Ranges also known as the Individual School Range or ISR, including specific guidance on the minimum and maximum for individual schools.

Group	Salary Range	Including pension
Group 1	£53,380 - £71,019	Up to £87,836
Group 2	£56,082 - £76,430	Up to £94,529
Group 3	£60,488 - £82,258	Up to £101,737
Group 4	£61,042 - £83,126	Up to £102,810
Group 5	£67,351 - £91,679	Up to £113,389

Group 6	£72,483 - £101,126	Up to £125,072
Group 7	£78,010 - £111,485	Up to £137,885
Group 8	£86,040 - £123,057	Up to £152,196

When determining executive pay, the Trust reviews the level of complexity and challenge attached to roles and refers to leadership pay groups, which set out minimum pay levels based on the characteristics of schools. Factors considered may include pupil numbers and their age, percentage of students with Special Educational needs, levels of deprivation, the number of looked after children, the operating model of the Trust, alongside experience, the level of educational challenge and academic performance/improvement.

The decision-making process for pay range determination for CEO/Executive Leaders:

- The relevant Performance Management Committee complete process, providing the 'Summary & Recommendations' to the Remuneration Committee.
- The Remuneration Committee will determine a spot point.
- The Remuneration Committee will agree and recommend relevant pay for Executive Leaders reference to national guidance, STPCD and relevant benchmarking/contextual/operating model information.
- The Trust Board holds accountability for final approval.
- Spot points/ranges will be reviewed annually or where there is a significant change to the position.

The Academy Trust Handbook 2023 requires that the Trust publish on its website, in a separate readily accessible form, the number of employees whose pay benefits exceed £100,000 in £10,000 bandings. Benefits for this purpose include salary, employers' pension contributions, other taxable benefits and termination payments. Excluding employers' costs, one employee received remuneration above £100,000.

The full cost of employing these staff is:

Banding	Number of employees as at 31/08/2023	Number of employees as at 31/08/2022
£155,000 - £165,000		1
£165,000 - £175,000	1	

includes pension contributions at c. 23.68%