



The Inspire Multi Academy Trust (South West)

Executive Pay Report to 31st August 2025

BACKGROUND

- 1) 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. The Trust operates 2 primary academies in Plymouth.
- 2) 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 and addressing pupil attendance. Many of these issues are exacerbated in the areas of high deprivation and challenge that we serve.
- 3) 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.
- 4) 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.

- 5) 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. Leadership pay is linked to performance and the Head Teacher pay ranges, based on the size, location and pupil characteristic of the school (within the nationally set pay ranges). Executive pay is benchmarked and agreed by the F, R & A Committee with accountability to the full Board of Trustees.
- 6) In setting pay, the Trust reviews salaries internally and externally through benchmarking to ensure they are both fair and legal. Benchmarking is a comparative analysis, looking at the whole picture, including responsibilities and seniority, drawing information from data released by the DfE, salary surveys and market analysis. Outcomes are reviewed for discrepancies which may arise, due e.g. to Trust-wide responsibilities, required school improvement and market factors

- 7) We are immensely proud of the achievements of our Trust this year, which go beyond our schools to the delivery of teacher training and supporting other Trusts and schools to improve.

HIGHER PAID STAFF

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 & Disabilities, levels of deprivation, the number of Looked After Children, alongside experience, the level of educational challenge and academic performance/improvement. The CEO and Executive Headteacher is paid on a spot salary and is not included in the table below.

Group	Range of spine points	Salary range 2024/25	Including pension
Group 1	L6-8	£56,316 - £59,167	Up to £76,136
Group 2	L8-21	£59,167 - £81,441	Up to £104,798
Group 3	L11-24	£63,815 - £87,651	Up to £112,789
Group 4	L14-27	£68,586 - £94,332	Up to £121,386
Group 5	L18-31	£75,675 - £104,040	Up to £133,879
Group 6	L21-35	£81,441 – £114,759	Up to £147,672
Group 7	L24-39	£87,651 – £126,517	Up to £162,802
Group 8	L28-43	£96,673 - £138,265	Up to £177,919

The Academy Trust Handbook 2025 (Publication of Pay 2.29) 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 amounts for just gross pay and excluding employer pension contributions for this staff member is:

Banding	Number of employees as at 31/08/2025	Number of employees as at 31/08/2024
£140,000 - £150,000	1	1

For total clarity the full cost of employing this staff member (including all taxable benefits and employer pension contributions) is:

Banding	Number of employees as at 31/08/2025	Number of employees as at 31/08/2024
£185,000 - £195,000	1	1

includes pension contributions at c. 28.68%