



# Executive Pay Policy

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**Date reviewed: September 2026**  
**Date of next review: September 2027**

**Version Control Table**

| Version | Date     | Author     | Rationale/Summary of changes                                   | Ratified |
|---------|----------|------------|----------------------------------------------------------------|----------|
| V1.0    | 10/07/26 | Tina Smith | New document                                                   |          |
| V1.1    | 14/07/26 | Tina Smith | Removed 6.4 from document as agreed at remuneration committee. |          |
|         |          |            |                                                                |          |
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### 1. Purpose

This policy sets out the principles and processes for determining and reviewing executive pay within Connect Alliance Trust. It ensures transparency, fairness and compliance with the most recent version of the Academy Trust Handbook, Department of Education (DFE) guidance and Nolan Principles.

The Trust Board acknowledges that all Trust and school leaders are public servants in how they serve their pupils and surrounding communities. They are not only expected to lead the Trust and its schools but also to model best behaviours including adhering to the Nolan Principles:

1. Selflessness
2. Integrity
3. Objectivity
4. Accountability
5. Openness
6. Honesty
7. Leadership

As such, appropriate expenditure of public money and transparent reporting and accounting procedures, including around the setting of senior executive pay, are essential elements in maintaining public trust and confidence.

The Trust is also legally required under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 to publish information on its website about the gender pay gap within the trust.

This executive pay policy also confirms the Trust's compliance with the following legislation:

- Equality Act 2010
- Employment Rights Act 1996
- Employment Relations Act 1999
- Employment Act 2002
- Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002
- Agency Workers Regulations 2011
- Employment Act 2008.

### 2. Scope

This policy applies to the following executive roles:

- CEO / Executive Headteacher
- Chief Finance & Operations Officer (CFOO)
- Director of Education
- Director of HR, Governance & Compliance

Additional roles may be added for consideration within this policy and this will be reviewed annually.

Executive staff will be provided with a job description outlining the roles and responsibilities of the post. This will also include the pay range and any additional payments or allowances covered by this policy. The job description will state the reason for any additional allowances or payments and whether this is a permanent or temporary payment. Any significant changes to duties and responsibilities of a post will be subject to consultation with the member of staff with a view to reaching agreement. Where there is a significant change in duties and responsibilities of a post a new job description will be issued. Where the staffing structure of the Trust needs to be changed, resulting in broader changes to roles and responsibilities, this will be the subject of consultation with staff

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and the recognised trade unions before any changes are made and with a view to seeking to agree the changes before new job descriptions are issued.

### 3. Principles

- Value for Money: Pay decisions must demonstrate efficient use of public funds.
- Benchmarking: Salaries will be benchmarked against comparable multi-academy trusts and sector data.
- Performance Link: Pay progression will be linked to annual performance objectives.
- Transparency: Decisions will be documented and published in the Trust's annual report.
- No Conflict of Interest: Executives will not participate in decisions about their own pay.

### 4. Pay Structure

Pay ranges will be set by the Trust Board, informed by:

- Role responsibilities
- Trust size and complexity
- Market benchmarking

See **appendix A** for the executive pay scale.

### 5. Annual Pay Award

Each year, the Trust will apply a cost of living rise consistent with the School Teachers' Pay Award as published by the Department for Education (DFE). This award will be applied to all executive roles in addition to any performance-related progression, ensuring alignment with sector norms.

### 6. Review Process of Executive Pay

- (i) An annual review of executive pay will be carried out by the Remuneration Committee each autumn term. All decisions by the Remuneration Committee are subject to ratification by the Trust Board. The approach to executive pay will be transparent, proportionate and justifiable. Decisions on executive pay will reflect independent and objective scrutiny by Trustees and will be documented.
- (ii) Individual Pay Progression - The Trust does not operate a contractual or automatic pay progression system for executive team members. All decisions on pay progression at the annual review will be evidence based and in particular:
  - will be performance related in respect of the job role of each executive member taking into account the specific objectives/targets identified through the appraisal process;
  - the overall performance of the Trust and the Trust outcomes;
  - budgetary constraints.
- (iii) Executive Pay Policy and Pay Scales - This policy and the pay scales will be reviewed annually and the following factors in particular will be taken into account:
  - any relevant DFE guidance;
  - available and relevant benchmarking of roles and pay scales;
  - budgetary constraints.

## **7. Reporting**

Executive pay will be disclosed in the Trust's statutory accounts and annual report in line with DFE requirements.

## **8. Performance Related Pay**

In accordance with the trust Performance Management Policy, the performance management period will run for 12 months from 1 September to 31 August.

Objectives and targets will be set and agreed annually, focused on trust improvement plans. Decisions relating to pay progression will be made with reference to the performance against the agreed targets for the previous academic year.

## **9. Appeals**

Executives may appeal pay decisions in writing to the Chair of Trust Board.

## **10. Pension**

The Trust will review the applicable statutory pension scheme for each member (Teachers' Pension Scheme (TPS) or Local Government Pension Scheme (LGPS) of the executive team on an annual basis. Should there be evidence that the pension scheme may need to change the Trust Board will then enter consultation with the individual(s).

## Appendix A - Executive Team Pay Scale

| Pay point | September 2025 | September 2026<br>3.5% uplift* |
|-----------|----------------|--------------------------------|
| 1         | £75,000        | £77,625                        |
| 2         | £77,500        | £80,213                        |
| 3         | £80,000        | £82,800                        |
| 4         | £82,500        | £85,388                        |
| 5         | £85,000        | £87,975                        |
| 6         | £87,500        | £90,563                        |
| 7         | £90,000        | £93,150                        |
| 8         | £92,500        | £95,738                        |
| 9         | £95,000        | £98,325                        |
| 10        | £97,500        | £100,913                       |
| 11        | £100,000       | £103,500                       |
| 12        | £102,500       | £106,088                       |
| 13        | £105,000       | £108,675                       |
| 14        | £107,500       | £111,263                       |
| 15        | £110,000       | £113,850                       |
| 16        | £112,500       | £116,438                       |
| 17        | £115,000       | £119,025                       |
| 18        | £117,500       | £121,613                       |
| 19        | £120,000       | £124,200                       |
| 20        | £122,500       | £126,788                       |
| 21        | £125,000       | £129,375                       |
| 22        | £127,500       | £131,963                       |
| 23        | £130,000       | £134,550                       |
| 24        | £132,500       | £137,138                       |
| 25        | £135,000       | £139,725                       |
| 26        | £137,500       | £142,313                       |
| 27        | £140,000       | £144,900                       |
| 28        | £142,500       | £147,488                       |
| 29        | £145,000       | £150,075                       |
| 30        | £147,500       | £152,663                       |
| 31        | £150,000       | £155,250                       |
| 32        | £152,500       | £157,838                       |
| 33        | £155,000       | £160,425                       |

\*On 1<sup>st</sup> July 2026, the Secretary of State for Education accepted the School Teachers' Review Body (STRB) recommendations in full:

- **September 2026:** A 3.5% consolidated uplift across all pay ranges and allowances.