

## Executive Pay Summary

### Financial Year Ended 31<sup>st</sup> August 2023

In accordance with the Academies Financial Handbook 2022 paragraph 2.32 states:

“The trust must publish on its website in a separate readily accessible form the number of employees whose benefits exceeded £100k, in £10k bandings, for the previous year ended 31 August. Benefits for this purpose include salary, employers’ pension contributions, other taxable benefits and termination payments. Trusts may wish to display this information in a tabular form showing in each column salary, pension etc. 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 the website disclosure where payment exceeds £100k as if they were an employee.”

The table below displays the information for West Hatch High School Academy Trust as outlined above for the financial year ended 31st August 2023.

Total Benefits Presented in £10,000 bands	2023 No.	2022 No.
£100,001 - £110,000	1	1
£110,001 - £120,000		
£120,001 - £130,000		
£130,001 - £140,000		
£140,001 - £150,000	1	1
£150,001 - £160,000		

West Hatch High School Academy Trust ensures that all senior staff are employed in accordance with either the national ‘School Teachers Pay & Conditions Document’ which is a national pay framework negotiated between the national teacher unions and the Department for Education or The Essex County Councils agreed ‘Local Government Terms & Conditions’.

The West Hatch Board of Trustees follow robust evidence-based processes to ensure its decisions about levels of executive pay are reflective of the individual’s role and responsibilities and no individual is involved in deciding his or her own remuneration. These processes and decisions are also reviewed by our Staffing & Salaries Committee.