



ORCHARD ACADEMY TRUST

Executive Pay Statement 2019-20

The Academies Financial Handbook puts a requirement on all academy trusts to outline the number of employees paid £60,000 per annum or more in their annual accounts, in bandings on £10,000. These accounts must be published on the Trust's website. With the publication of the Academies Financial Handbook 2020, all academy Trusts must publish - on its website in a separate, readily accessible form - the number of employees whose benefits exceeded £100,000, in £10k bandings, as an extract from the disclosure in its financial statements for the previous year ended 31 August. Benefits for this purpose include salary, other taxable benefits and termination payments, but not the trust's own pension costs. In the case of employees who are trustees, their salary and other benefits will also be disclosed in £5k bandings in the trust's financial statements.

Salary Range	Number of employees
100,000- 110,000	0

There are no employees who are also trustees/directors of Orchard Academy Trust. Executive pay in Orchard 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 the senior management. 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 2019 had a range of £41,065 (Leadership Point 1) up to £144,608 (Leadership Point 55).

More information about the setting of salaries is available in the Trust's Pay Policy, which is reviewed annually. The policy is published on the Trust website policies page.