

Shireland Collegiate Academy Trust Policy

Executive Leadership Pay Statement 2023

Committee and Date Approved	Board – October 2023
Category	Recommended
Next Review Date	Every two years unless change in legislation – Autumn 2025
Policy Availability	Trust Website
Officer Responsible	HR Director of the Trust

The Trust, all Academies within the Trust and Shireland Learning Limited must comply with this policy.

Aim

The Trust's executive pay policy is designed to attract and retain high quality senior leaders whilst ensuring compliance with the Academies Financial Handbook. It provides for a remuneration package, which reflects the Trust's educational outcomes and performance against stretching educational targets, operational and financial objectives.

This statement applies to the Chief Executive Officer and the Executive Leadership Team and sets out the Trust approach to pay levels and how pay is determined and reviewed.

Roles and responsibilities

The Board of Trustees are responsible for defining the Executive Pay policy and deciding on the salaries of the Chief Executive Officer, and the Executive Leadership Team. The Board delegates this responsibility to the Remuneration and Performance Management Committee. This Committee is chaired by a trustee.

The Board will ensure that decisions about levels of executive pay follow robust evidence-based processes and are reflective of individual's roles and responsibilities, whilst recognising the complexities of managing a multi academy trust.

The Shireland Collegiate Academy Trust Board defines Executive Leadership Pay as pay relating to:

- Chief Executive Officer
- Deputy Chief Executive Officer
- Human Resources Director
- Chief Finance Officer
- Chief Operating Officer
- Chief Strategy Officer
- Marketing and Communications Director
- Secondary School Improvement Lead
- Primary Director
- Professional Development Director

Pay Ranges

All members of the Trust Executive Team have an agreed 7 point pay range, the cost-of-living award for teachers or NJC staff will be applied to the relevant pay scales.

Pay Progression

In line with the Trust Appraisal policy, executive leaders are subject to annual performance management.

Decisions to award pay progression are related to the individual's performance assessed through the Trust's Appraisal Policy and will not be awarded automatically.

Instead, they should be linked to a clear and measurable set of Key Performance Indicators and objectives.

The Remuneration and Performance Management Committee must be satisfied that there is an evident link between the levels of achievement of the individual across the Trust and pay progression.

Pay ranges will only be reviewed when there have been significant changes to the responsibilities of a role.