



## Pay and Benefits exceeding £100k Disclosure

### FINANCIAL YEAR 2024-2025

#### The Context of Maiden Erlegh Trust

Maiden Erlegh Trust is a mixed multi-academy trust running schools across four different local authorities. True to our values of 'Being Inclusive', we cater for **all** children across our schools in primary, secondary, and specialist provision, with pupils, students, and learners, in EYFS through to post-16.

The Trusts reward strategy aims to attract and retain highly effective leaders, with remuneration that is defensible in the public sector context, and that aligns with the Nolan Principles of honesty, integrity, and objectivity.

In compliance with clause 2.29 of the Academy Trust Handbook, the following table summarises Maiden Erlegh Trust employees whose **overall benefits** exceed £100k per annum, in bands of £10k. Benefits for this purpose **include** salary, employers' pension contributions, other taxable benefits and termination payments.

#### Employer Pension Contribution Rates

All staff are automatically enrolled into either The Teachers Pension Scheme for teaching staff, or a Local Government Pension Scheme for all non-teaching staff. Eligibility for the pension scheme will be determined by an individual's contract of employment.

Maiden Erlegh Trust does not set the employer contribution rates for these pension schemes. The employer pension contribution rates are set by the Government Actuary (Teachers' Pension Scheme) and the Scheme Administrator (LGPS).

Pension Scheme	Employer Contribution Rate
Teachers' Pension Scheme	28.68%
Local Government Pension Scheme	22.6%



## Pay and Benefits exceeding £100k per annum

Banding of Salary and Employer Pension	No. of Higher Paid Staff	Role
£100k - £110k	7	Chief Financial Officer Chief Operations Officer Headteacher (x2) Deputy Headteacher (x2) Assistant Headteacher (x1)
£110k - £120k	6	School Improvement Director (x3) Headteacher (x2) Deputy Headteacher (x1)
£120k - £130k	-	-
£130k - £140k	2	School Improvement Director (x1)* Headteacher (x1)
£140k - £150k	1	Headteacher (x1)
£150k - £160k	1	Headteacher (x1)
£160k - £170k	-	-
£170k - £180k	1	Director of Education
£180k - £190k	-	-
£190k - £200k	-	-
£200k - £210k	-	-
£210k - £220k	1	Chief Executive Officer

\* Note: For the purposes of this disclosure, this includes a termination payment.

## Salary exceeding £100k per annum

Banding of Salary only	No. of Higher Paid Staff	Role
£100k - £110k	1	Headteacher (x1)
£110k - £120k	1	Headteacher (x1)
£120k - £130k	1	Headteacher (x1)
£130k - £140k	-	-
£140k - £150k	1	Director of Education
£150k - £160k	-	-
£160k - £170k	-	-
£170k - £180k	1	Chief Executive Officer

