



## **BEDFORDSHIRE SCHOOLS TRUST – SENIOR LEADERSHIP PAY STATUTORY REPORTING 2023/2024**

### **BEST mission statement**

We believe in the importance of high expectations, hard work and the development of a community of academies where each of us strive to 'be the best that we can be'.

Strategic leadership sets vision, ethos and strategic direction, delivers accountability and ensures that every decision made and every pound spent puts children first. Good governance is essential to the success of any organisation and that the aim of governance within BEST is to ensure our mission is achieved by:

- Ensuring clarity of vision, ethos and strategic direction
- Holding executive leaders to account for the educational performance of the organisation and its pupils
- Overseeing the financial performance of the organisation and making sure its money is well spent.

We aim to attract the best leaders to achieve exceptional performance across all academies, offering them enrichment and opportunity. In doing that, Trustees recognise that they are governing a publicly funded organisation and it is their responsibility to ensure that leadership pay and the leadership structure is in keeping with the Nolan principles of public life; affordable and sustainable in the long term and appropriate for the level of responsibility.

### **Principles for Remuneration**

Trust Remuneration for senior leaders is guided by:

**Transparency** – decisions are linked to the Appraisal Policy and senior staff should expect that salaries will be published.

**Proportionality** – alignment to salary levels across the whole Trust, comparison within the education sector (in particular, other multi academy trusts) and with other comparable sectors.

**Performance** – monitoring performance is a key component of any pay decision.

The BEST Salary Structure is reviewed annually, in line with the latest requirements of the Academies Financial Handbook and with regard to setting executive pay. A transparent and robust decision-making process, with a clear rationale is followed and an external advisor is employed. Decisions are agreed by the Board and documented, following the independent and objective advice received. The educational and financial performance; geographical location; spend on executive salaries; size and complexity of the academy trust and its subsidiaries are all taken into account.

### **Executive Director Pay**

The Trust delegates decisions arising from the Pay Policy and/or Appraisal Policy to the Performance and Wellbeing Committee.

The Chair of the Board of Trustees shall make annual recommendations on the salary of the CEO to

the Performance and Wellbeing Committee of the Trust.

The CEO makes annual recommendations on the salaries of the Principals and BEST Executive Team – Director of Education (DoE), Chief Financial Officer (CFO) and Chief Operations Officer (COO) to the Performance and Wellbeing Committee of the Trust.

The Trust requires that pay is set with regard to the budget approved by the Trust and the requirements of employment legislation.

**Publication of salaries that exceeded £100,000**

In the 2023/2024 academic year, these are:

£100,001 - £110,000 2 employees

£110,001 - £120,000 1 employee

£120,001 - £130,000 1 employee

£130,001 - £140,000 1 employee

£190,001 - £200,000 1 employee

**The Trust Board**

**Bedfordshire Schools Trust**