



Executive Pay Statement 2024-25

In accordance with the requirements of the Academy Trust Handbook (ATH 2025) and our commitment to transparency, the board of trustees of Accomplish Multi Academy Trust sets out below the disclosure of employees whose benefits exceeded £100,000 in the year ended 31 August 2025 (or relevant year).

Disclosure of senior pay and benefits

The Handbook requires that academy trusts publish, in a separate, readily accessible form on their website:

- the number of employees earning £60,000 or more per year, shown in £10,000 bandings (as per the annual accounts disclosures);
- the number of employees whose benefits exceed £100,000, shown in £10,000 bandings, for the year ended 31 August. "Benefits" include basic salary, employers' pension contributions, other taxable benefits and termination payments, and
- Where the trust has entered into an off-payroll arrangement (i.e., with a person who is not an employee) and payment exceeds £100,000, that must also be included in the disclosure.

Accordingly, the following table summarises the number of employees whose total benefits exceeded £100,000 for the year ended 31 August 2025:

Benefits range	Number of employees
£120,000-£129,999	1
£110,000-£119,999	1

No employees fell into other £10,000 bandings above £100,000.

Pay policy and governance

Executive pay in Accomplish Multi Academy Trust is aligned to the nationally negotiated leadership pay framework for senior school leaders as set out in the School Teachers' Pay and Conditions Document (STPCD). Annual inflationary pay adjustments are made in line with government policy and the STPCD.

The board has approved a Pay Policy which is reviewed annually, and the process for determining executive pay is documented and subject to independent scrutiny by the board.

Where applicable, employer pension contributions are treated as a statutory obligation rather than a discretionary benefit; however, these contributions are included in the totals shown in the disclosures above to ensure full transparency.

Statement of best value

The board is satisfied that its arrangements for setting executive pay follow a robust, evidence-based process, reflect the individual's role and responsibilities, and are proportionate and defensible in the context of public sector pay and best value for money.

More detail is available in the Trust's Pay Policy (which can be found in our Executive Pay Policy) and Annual Report & Accounts.

A handwritten signature in black ink, appearing to read "A. Carter".