

# West Hatch High School

## Statement on Executive Pay



### Executive Pay Summary

#### Financial Year Ending 31<sup>st</sup> August 2020

In accordance with the Academies Financial Handbook 2020 paragraph 2.32 states:

*“The trust must publish on its website in a separate readily accessible form the number of employees whose benefits exceeded £100k, 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, as set out in the model trustees’ remuneration note in the Academies Accounts Direction.”*

The table below displays the information for West Hatch High School Academy Trust as outlined above for the financial year ending 31<sup>st</sup> August 2020.

Total Benefits Presented in £10,000 bands	2020 No.	2019 No.
£100,001 - £110,000	0	0
£110,001 - £120,000	0	0
£120,001 - £130,000	0	0

West Hatch High School Academy Trust ensures that all senior staff are employed in accordance with either the national ‘School Teachers Pay & Conditions Document’ which is a national pay framework negotiated between the national teacher unions and the Department for Education or The Essex County Councils agreed ‘Local Government Terms & Conditions’.

The West Hatch Board of Trustees follow robust evidence-based processes to ensure its decisions about levels of executive pay are reflective of the individual’s role and responsibilities and no individual is involved in deciding his or her own remuneration. These processes and decisions are also reviewed by our Staffing & Salaries Committee.