



NEWHAM COMMUNITY
SCHOOLS TRUST

NCST - Executive Pay Reporting - for the year 2019/2020

Approved by: CEO
Last updated: April 2021

www.ncst.net

Newham Community Schools Trust is a charitable company limited by guarantee and registered in England and Wales with company number 09896221. The registered office of the Trust is Sarah Bonnell School, Deanery Road, London, E15 4LP.

Executive Pay Reporting at the Newham Community Schools Trust - 2019-2020

The Department for Education (DfE) provides [guidance to Trusts](#) around the setting of executive pay. An extract of this guidance is provided in the italicised text below:

Academy trusts are both charities and companies limited by guarantee and must operate to further the trust's educational charitable purpose.

They are accountable to the Education and Skills Funding Agency (ESFA), the Secretary of State for Education as principal regulator, and the communities they serve for the education they provide to pupils.

It is essential that we have the best people to lead our schools, but at the same time, it is important that salaries:

- *can be justified and are in the best interests of the charity;*
- *reflect the individual's responsibilities; and*
- *demonstrate value for money*

Academy trusts are free to set their own salaries for staff. This places an even greater responsibility on the board to ensure that the use of public money represents the best value for money, and that decisions are underpinned by [the 7 principles of public life](#), as set out by Lord Nolan.

Newham Community Schools Trust is an education charity that exists in order to advance education, for public benefit. As a group of schools in close physical proximity, we share a commitment to working together to provide a world-class education for young people in Newham, and to developing our schools as centres of excellence for teaching and learning.

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 line with the Nolan principles of public life; affordable, and sustainable in the long term, as well as appropriate for the level of responsibility.

Evaluating performance and setting executive pay

In the academic year ended 2019/2020, all senior leaders were part of a formal appraisal process, the outcome of which informed pay awards. The Head teacher's performance review was conducted by nominated members of the Governing Body.

As the Trust develops, the Board is looking to appoint a Pay Review Committee, which will have its own terms of reference. The Committee (whose meetings will be clerked by the Trust's clerking service) may also wish to make use of appropriate external advisers in order to support (a) their review of the

executive performance against objectives; (b) to set objectives for the coming year, and (c) to recommend a pay award to the Trust Board. In undertaking its duties, the Committee has due regard for all elements detailed in the [DfE's published guidance](#).

Executive pay reporting for the year 2019-2020

In accordance with the Education and Skills Funding Agency's (ESFA) Academies Financial Handbook 2020:

(2.32) 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 exact 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 reporting for the academic year 2019-2020 is provided in the table below:

Banding	Number of employees
£100 - £110K	1
£101K - £120K	n/a
£121K - £130K	n/a
£131K+	n/a

This document is updated annually.

April 2021