



**NEWHAM** COMMUNITY  
SCHOOLS TRUST

# **NCST - Executive Pay Reporting - for the year 2020/2021**

**Approved by: CEO**

**Last updated: December 2021**

**[www.ncst.net](http://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 - 2020/2021**

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 2020/2021, 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 2020/2021**

In accordance with the Education and Skills Funding Agency's (ESFA) Academy Trust Handbook (updated September 2021):

#### **Publication of executive pay**

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, for the previous year ended 31 August. Benefits for this purpose include salary, employers' pension contributions, other taxable benefits and termination payments. Trusts may wish to display this information in a tabular form showing in each column salary, pension etc. Where the academy trust has entered into an off-payroll arrangement with someone who is not an employee, the amount paid by the trust for that person's work for the trust must also be included in the website disclosure where payment exceeds £100k as if they were an employee.

The reporting for the academic year 2020-2021 is provided in the table below:

<b>Banding</b>	<b>Salary</b>	<b>Pensions</b>	<b>Other Taxable benefits</b>	<b>Number of employees</b>
<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>Number</b>
100 - 110k	n/a	n/a	n/a	n/a
111 - 120k	n/a	n/a	n/a	n/a
121 - 130k	n/a	n/a	n/a	n/a
131 - 140k	110	26	n/a	1

This document is updated annually, in line with the publication of the Trust's audited accounts.

December 2021