

STATEMENT ON EXECUTIVE PAY 2020

SIGMA TRUST

Executive Pay Summary

Financial Year Ending 31st 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.”

The table below displays the information for The Sigma Trust as outlined above for the financial year ending 31st August 2020.

Total Benefits (presented in £10,000 bands)	2020 No.	2019 No.
£100,001 - £110,000	2	0
£110,001 - £120,000	1	1
£120,001 - £130,000	0	1

The Sigma 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 Sigma Trust 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.