

STATEMENT ON EXECUTIVE PAY 2021

SIGMA TRUST

Executive Pay Summary

Financial Year Ending 31st August 2021

In accordance with the Academies Trust Handbook 2021 (ATH) 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, for the previous year ended 31 August. Benefits for this purpose include salary, employers’ pension contributions, other taxable benefits and termination payments, but not the Trust’s own pension costs.”

Under the updated Academies Trust Handbook 2021, the reporting criteria has been amended from previous years to include employers’ pension contributions.

Table 1 presents the Trust’s Executive Pay Summary, as outlined above, for the financial year ending 31st August 2021.

Table 2 presents the Trusts Executive Pay Summary using the previous reporting criteria as a comparison against the previous two years.

Table 1 (Updated reporting criteria)

Total Benefits – Including Employers Pension Contributions (presented in £10,000 bands)	2021
£100,001 - £110,000	2
£110,001 - £120,000	3
£120,001 - £130,000	2
£130,001 - £140,000	1
£150,001 - £160,000	2

Table 2

Total Benefits (presented in £10,000 bands)	2021	2020 No.	2019 No.
£100,001 - £110,000	1	2	1
£110,001 - £120,000	2	1	1
£120,001 - £130,000	0	0	1

The Sigma Trust ensures that all senior staff are employed in accordance with either the national ‘School Teachers Pay & Conditions Document’ or the agreed ‘Local Government Terms & Conditions’. Annual inflationary awards are made by the Government, with the Secretary of State for Education and the Prime Minister receiving independent advice from the School Teachers’ Review Body.

The Sigma Trust Board of Trustees follows 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.