

Executive Pay Summary

Financial Year Ending 31st August 2024

In accordance with the Academies Trust Handbook 2024 (ATH) paragraph 2.29 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.”

The table below presents the Trust’s Executive Pay Summary information as outlined above for the financial year ending 31st August 2024.

Total Benefits – Including Employers Pension Contributions (presented in £10,000 bands)	2024	2023	2022
£100,001 - £110,000	17	7	3
£110,001 - £120,000	3	3	3
£120,001 - £130,000	1	1	2
£130,001 - £140,000	2	3	1
£140,001 - £150,000	2	1	0
£150,001 - £160,000	3	0	1
£160,001 - £170,000	0	1	1
£170,001 - £180,000	1	0	0
£180,001 - £190,000	0	0	0
£190,001 - £200,000	0	1	0
£210,001 - £220,000	1	0	0

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 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.