

# REAch2 Academy Trust

## Senior Leadership Pay (over £100K 2019/20) – statutory reporting

### The REAch2 Context

Within REAch2 Multi Academy Trust (REAch2, or the Trust), our goal is to achieve exceptional performance across all academies; an educational offer defined by aspiration, enrichment and opportunity; and the transformation of socially disadvantaged communities.

REAch2 reward is designed to enable the Trust to attract and retain the very best leaders able to translate the vision and purpose of REAch2 nationally into success in every academy. Trustees also 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 keeping with the Nolan principles of public life; affordable and sustainable in the long term and appropriate for the level of responsibility.

### Principles for Remuneration

Trust Remuneration for senior leaders is guided by the following principles:

**Transparency** – senior staff should expect that salaries will be published,

**Proportionality** – alignment to salary levels across the whole Trust; comparison within the education sector (in particular, other multi academy trusts); and with other comparable sectors,

**Performance** – monitoring performance is a key component of any pay decision.

### Executive Director Pay

Pay for the executive directors is proposed by the CEO and set by the Trust Board following recommendation by the Remuneration Committee. Executive directors' pay is subject to a cap. Remuneration comprises pay, plus pension and annual leave. No other benefits are provided.

### Bonuses, Benefits and other Discretionary Payments

REAch2 does not operate a bonus scheme as standard. Additional remuneration, such as bonuses or relocation, are applied only in exceptional circumstances.

REAch2 does not engage in golden handshakes to welcome, or entice, executives to join REAch2.

All staff are enrolled in the Teachers' Pension Scheme or the Local Government Pension Scheme.

There is no provision for enhanced redundancy payments.

### Publication

The Trust Board publishes all salaries of £100,000 and above on the REAch2 website. In the 2019-20 academic year, these are:

£100,001 - £110,000	2 employees
£110,001 - £120,000	3 employees
£150,001 - £160,000	1 employee
£160,001 - £170,000	1 employee
£225,001 - £230,000	1 employee.

### The Trust Board

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