

Executive Pay and Benefits

Year ending 31 August 2024

Trustees of the University of Birmingham School (Academy Trust) determine levels of executive and higher pay and benefits, in line with the requirements set out by the [Department for Education](#).

In accordance with ESFA reporting, the number of employees whose pay and benefits exceeded £100,000 for the year ending 31 August 2024 was 1. This includes salary and other taxable benefits.

Higher paid staff

The number of employees whose benefits (excluding employer pension costs) exceeded £60,000 was:

In the band	Number in 2024	Number in 2023
£60,001 - £70,000	6	3
£70,001 - £80,000	1	0
£90,001 - £100,000	0	1
£120,001 - £130,000	0	1
£130,001 - £140,000	1	0

*Employer pension contributions (and therefore employee benefits) are approximately 29% of salary for the Teachers' Pension Scheme and on average approximately 21% of salary for Local Government Pension Scheme (Professional Services).

Key management personnel

The key management personnel of the Academy Trust comprise the Trustees and the senior leadership team. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the Academy Trust was £1,185k (2023 - £1,155k).

Trustees' remuneration and expenses

One or more Trustees has been paid remuneration or has received other benefits from an employment with the Academy Trust. The Principal and other staff Trustees only receive remuneration in respect of services they provide undertaking the roles of Principal and staff members under their contracts of employment. The value of Trustees' remuneration and other benefits was as follows:

		2024	2023
Principal (Ex-Officio Trustee)	Remuneration and Employer Pension Contributions	£160,000 - £170,000	£160,000 - £170,000
Trustee (Staff Member A)		£55,000 - £65,000	£55,000 - £65,000
Trustee (Staff Member B)		£30,000 - £40,000	£30,000 - £40,000

During the year ended 31 August 2024, no Trustee expenses have been incurred (2023 - £NIL).