



EXECUTIVE PAY POLICY

Date Agreed:	February 2026
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Executive Pay Policy Statement

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Executive Pay Policy Statement

1. Introduction

1.1 This Policy outlines Hurst Education Trust's approach to determining and managing the remuneration of executive leaders, in accordance with the Academy Trust Handbook 2025, statutory guidance, and principles of public sector accountability. This policy statement must be read in conjunction with the Trust's Pay Policy and Appraisal Policy.

1.2 This Policy applies to the following executive leaders:

- Chief Executive Officer (CEO)
- Chief Finance Officer (CFO)
- Director of Education

2. Principles

2.1 Hurst Education Trust is committed to ensuring that all executive pay:

- Represents value for money for the public purse;
- Is proportionate, justifiable, transparent, and defensible in the public interest;
- Reflects the level of responsibility and the complexity of the role;
- Is informed by evidence and benchmarking against comparable organisations;
- Executive pay decisions will be guided by the Seven Principles of Public Life: selflessness, integrity, objectivity, accountability, openness, honesty and leadership;
- Complies with the requirements of the current Academy Trust Handbook.

3. Determination of Executive Pay

3.1 Executive pay decisions will be made by the Trust Board, specifically through its Remuneration Committee, consisting of at least three trustees with relevant expertise (e.g., finance, HR), which shall:

- Review executive pay annually, or when there is a requirement to advertise a position;
- Consider factors such as the trust's size, income, geographical spread, complexity and challenge in the educational setting, and number of pupils;
- Use independent benchmarking data from the education sector and similar charitable organisations;
- Take into account performance outcomes, pay increases should be linked to clear and measurable key performance indicators. Performance management will be undertaken in line with the Trust's Appraisal and Capability Policy.
- Ensure decisions are based on written business cases that justify any pay increase.
- Maintain a full record of all executive pay decisions, including supporting evidence, benchmarking data, rationale, and the minutes of relevant meetings.
- All final decisions on executive pay must be formally approved by the full Trust Board.

4. Compliance with the Academy Trust Handbook

4.1 As per the current edition of the Academy Trust Handbook, the Trust confirms:

- Executive pay will be disclosed in the Trust's Annual Report and Financial Statements, including details of salary bands, benefits, and pension contributions;
- The Board will provide a robust justification for any salary exceeding £150,000, in line with Department for Education scrutiny expectations;
- All executive pay must be defensible in the public interest, especially where salary increases are proposed during periods of financial constraint or declining performance.

5. Value for Money and Public Accountability

5.1 The Trust recognises that it is publicly funded and therefore must demonstrate that executive pay:

- Is not excessive;
- Delivers tangible outcomes for pupils;
- Is aligned with staff pay structures and overall workforce strategy;
- Does not divert resources away from classroom impact.

- Executive pay progression will be directly linked to measurable outcomes that reflect the Trust's strategic priorities and educational impact. These outcomes must be clearly defined, evidence-based, and reviewed annually. Performance related pay decisions will be contingent upon achieving agreed targets aligned with the Trust's improvement plan. Examples of measurable outcomes could include improvements in pupil progress, school performance ratings, financial stability and staff retention.

6. Pensions

6.1 The Trust Board must consider the criteria set out by the Teachers' Pension Scheme (TPS) to decide whether a senior leader is eligible to join the scheme. Where Trust employees are not eligible for the TPS they may become eligible for the Local Government Pension Scheme (LGPS).

7. Review and Publication

7.1 The Trust Board will review this policy annually.

7.2 The Trust Board will consult with employees and the recognised trade unions at the time of the annual or any other review of the policy, where changes are made that affect the application of the policy. Where amendments to the policy are made that do not affect the application of the policy, these changes will not be consulted on. The revised document will be circulated to staff.

7.3 The policy will be published on the Trust's website and shared with relevant stakeholders

8. Documentation and Audit Trail

8.1 The Trust will maintain a full audit trail of all executive pay decisions, including minutes of meetings, benchmarking data, business cases and rationale for decisions. These records will be retained securely for a minimum of six years and made available for inspection by the Department for Education upon request.

9. Conflicts of Interest

9.1 Any trustee or executive involved in determining pay must declare any conflicts of interest and withdraw from discussions where appropriate.

Document History:

Executive Pay Policy	
Policy Type:	Statutory – Trust Policy
Policy Source:	EPM Ltd model / Confederation of School Trusts guidance
Model Policy Approval:	HET Trust Board
Review period:	Annual

Date Reviewed	Amendments Made	Date Approved by Trust Board	Next Review Due
Feb 2026	New Policy	4/2/2026	Feb 2027

Appendix 1: Assessment form for documenting Executive Pay decisions

Please note that the individual preparing this report must not be the person whose role is being considered. The process follows the basic presumption that executive pay and benefits should not increase at a faster rate than that of teachers, in individual years and over the longer term.

Role:	
Employee name:	
Date:	
Factors to be considered in setting pay	
Date of last pay review:	
Current salary: (£)	
Other benefits: (e.g. honorarium, pension)	
Nature of the role Has the nature of the role changed since the previous pay review? (Size, scope, risk, challenge, etc.)	
Performance Please comment on the performance of the individual relative to agreed targets. This should reflect comments in the person's most recent performance review.	
Benchmarking Please provide evidence of any changes in pay for equivalent roles in the marketplace (increases or decreases). Due consideration must be given to ensuring comparisons are timely and appropriate. Mark 'no change' if the marketplace has remained unchanged.	
Teaching and support staff uplifts Please describe the most recent average pay uplifts awarded by the Trust to teaching staff and support staff.	
Affordability Does the current level of pay for the role remain affordable? Is a pay uplift affordable?	

Factors to be considered in setting pay	
Reputation If disclosed to a third party, would the absolute value of pay award or proposed uplift in pay risk damaging the reputation of the Trust?	
Proposal	
Proposed salary (£) Please note if any proposed change in pay should start from a date other than 1st September.	
Uplift from current salary (%)	
If applicable, please describe any changes to other benefits	
Approval	
Date of Board of Trustees' approval	