

Higher Paid Staff Report 2024–25

Learning Community Trust complies with the requirements of the Academy Trust Handbook as a condition of its funding agreement. The Handbook sets out the framework for effective financial management and internal controls, in line with the Trust’s responsibilities as a publicly funded organisation.

The Handbook requires that:

“The trust must publish on its website in a separate readily accessible form the number of employees whose benefits exceeded £100,000, in £10,000 bandings, for the previous year ended 31 August. Benefits for this purpose include salary, employers’ pension contributions, other taxable benefits and termination payments. Where the academy trust has entered into an off-payroll arrangement with someone who is not an employee, the amount paid by the trust for that person’s work for the trust must also be included in the website disclosure where payment exceeds £100,000 as if they were an employee.”

For Learning Community Trust, the disclosure is as follows:

	No.
In the band £100,001 to £110,000	13
In the band £110,001 to £120,000	2
In the band £120,001 to £130,000	2
In the band £130,001 to £140,000	5
In the band £140,001 to £150,000	3
In the band £150,001 to £160,000	2
In the band £160,001 to £170,000	1
In the band £170,001 to £180,000	1
In the band £180,001 to £190,000	-
In the band £190,001 to £200,000	-
In the band £200,001 to £210,000	1
In the band £210,001 to £220,000	-
In the band £220,001 to £230,000	-
In the band £230,001 to £240,000	-
In the band £240,001 to £250,000	1

No employees of the Trust also serve as Trustees of Learning Community Trust.

Executive pay within the Trust is aligned to the Leadership Pay Range set out in the School Teachers’ Pay and Conditions Document (STPCD), the national pay framework agreed between teaching unions and the Department for Education. Leadership pay ranges for Headteachers are determined within this framework.

Annual pay awards are determined nationally by the Government, following recommendations from the School Teachers’ Review Body, an independent advisory body to the Secretary of State for Education and the Prime Minister.

When determining executive pay, the Trust Board takes advice from the Trust’s Head of HR and external HR advisers at Telford & Wrekin Council.

Further information can be found in the Trust’s Pay Policy.