



JTMAT – Publication of Executive pay

The 2025 Academies Financial Handbook regulation 2.29 states:

Publication of executive pay

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.

The statement below is in compliance of this regulation:

The number of employees whose employee benefits (including employer pension costs) exceeded £100k during the year 2024/25 was:

Salary band	Employers pension contribution	No. of employees
£200,001 - £210,000	£50,001 - £60,000	1
£190,001 - £200,000		
£180,001 - £190,000		
£170,001 - £180,000		
£160,001 - £170,000		
£150,001 - £160,000		
£140,001 - £150,000		
£130,001 - £140,000		
£120,001 - £130,000	£30,001 - £40,000	1
£110,001 - £120,000	£30,001 - £40,000	2
£100,001 - £110,000	£30,001 - £40,000	1
£100,001 - £110,000	£20,001 - £30,000	3
£90,001 - £100,000	£20,001 - £30,000	1
£80,001 - £90,000	£20,001 - £30,000	10
£70,001 - £80,000	£20,001 - £30,000	2