

Newham Community Learning - Executive Pay Reporting

Last updated: for the year ended 31 August 2023

Applies to: Newham Community Learning

Approved by: Trust Board, December 2023

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Newham Community Learning - Trust Office, Exning Road, London E16

Newham Community Learning is a charitable company limited by guarantee and registered in England and Wales.
Company Number 09896221. Registered office: Sarah Bonnell School, Deanery Road, London E15 4LP.

Executive Pay Reporting - for the year ended 31 Aug 2023

Overview

The Department for Education (DfE) provides [guidance to Trusts](#) around the setting of executive pay. An extract of this guidance is provided in the italicised text below:

Academy trusts are both charities and companies limited by guarantee and must operate to further the trust's educational charitable purpose.

They are accountable to the Education and Skills Funding Agency (ESFA), the Secretary of State for Education as principal regulator, and the communities they serve for the education they provide to pupils.

It is essential that we have the best people to lead our schools, but at the same time, it is important that salaries:

- *can be justified and are in the best interests of the charity;*
- *reflect the individual's responsibilities; and*
- *demonstrate value for money*

Academy trusts are free to set their own salaries for staff. This places an even greater responsibility on the board to ensure that the use of public money represents the best value for money, and that decisions are underpinned by [the 7 principles of public life](#), as set out by Lord Nolan.

Newham Community Learning¹ is an education charity that exists in order to advance education, for public benefit. As a group of schools in close physical proximity, we share a commitment to working together to provide a world-class education for young people in Newham, and to developing our schools as centres of excellence for teaching and learning.

Trustees 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 line with the Nolan principles of public life; affordable, and sustainable in the long term, as well as appropriate for the level of responsibility.

Evaluating performance and setting executive pay

In the academic year 2022/2023, all senior leaders were part of a formal appraisal process, the outcome of which informed pay awards. The Trust's Leadership and Governance Decision Planner, available on the [Governance Page](#) of the website, details the arrangements around the review of

performance and pay for the Headteachers and key Trust executives. Additional detailed guidance was also provided to those responsible for these reviews.

In addition, the Board has established a Pay and Performance Committee which oversees executive pay on its behalf, and puts forward recommendations for approval. The terms of reference of this committee are published on the [Governance Page](#) of the Trust website. In undertaking its duties, the Committee has due regard for all elements detailed in the [DfE's published guidance](#).

Executive pay reporting for the year 2022/2023

In accordance with the Education and Skills Funding Agency's (ESFA) Academy Trust Handbook (updated September 2023):

2.29 The trust **must** publish on its website in a separate readily accessible form the number of employees whose benefits exceeded £100k, in £10k 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 £100k as if they were an employee.

Below are the bandings for the number of employees whose benefits exceeded £100k (including employer's pension contribution) as at 31 August 2023.

Salary (banding)	Employer's Pension Contribution (banding)	Number of Employees
£140,001 - £150,000	£30,001 - £40,000	1
£120,001 - £130,000	£20,001 - £30,000	1
£110,001 - £120,001	£10,001 - £20,000	1
£100,001 - £110,001	£20,001 - £30,000	3
£90,001 - £100,001	£20,001 - £30,000	6
£90,001 - £100,001	£10,001 - £20,000	1
£80,001 - £90,001	£20,001 - £30,000	5
£80,001 - £90,001	£10,001 - £20,000	4

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