



Changing Lives Learning Trust

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EXECUTIVE PAY: FINANCIAL YEAR ENDING 31 AUGUST 2023

In September 2022 the Academy Trust Handbook came in to force. Under the heading “Publication of Executive Pay”, regulation 2.32 now states:

“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. Trusts may wish to display this information in a tabular form showing in each column salary, pension etc. 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.”

Changing Lives Learning Trust did not enter into any off-payroll arrangements over £100k during the financial year ending 31st August 2023.

The table below is in compliance of this regulation:

Salary Bands (including pension costs)	Number of Employees
£100,001 - £110,000	1
£110,001 - £120,000	1
£120,001 - £130,000	0
£130,001 - £140,000	0
£140,001 - £150,000	0
£150,001 - £160,000	0
£160,001 - £170,000	0
£170,001 - £180,000	0
£180,001 - £190,000	0
£190,001 - £200,000	1

The individual noted in the salary band £190,001 to £200,000 generated income to the Trust totalling £11,980 which is offset against the salary cost.