



## **The Rosary Trust**

### **Senior Executive Remuneration - Statement of Practice 2025/2026**

#### **Principles**

When considering and setting salary levels across the Trust, a clear set of principles has been identified to ensure transparency. These are that senior employee remuneration should:

- Ensure that the Trust can attract and retain the leaders that our children deserve
- Reflect and incentivise educational performance
- Ensure the effective financial performance of the Trust
- Ensure equity within the Trust (*see below "Pay Relativities"*)
- Take account of the level of challenge and responsibility in a given role
- Take account of the wider public sector market and be defensible in this context
- Take account of any other pay or benefit awarded by the Trust to the employee.

Trustees recognise that their decisions must also accord with the Seven Principles of Public Life and the Equality Act 2010.

#### **Pay Relativities**

In order to ensure fairness and equity throughout the organisation, job roles should be banded relative to that of the salary of a newly qualified teacher. The highest paid role will not exceed seven times that of a newly qualified teacher.

#### **Governance**

The Board of Trustees take great care to ensure the public obtain value for money from the personnel appointed within the Trust and are attentive to excessive levels of pay.

The Finance, Risk & Audit Committee meets regularly to consider the pay of senior employees and to ensure that pay follows an evidence based process and reflects individuals' roles and responsibilities. From time to time, the Committee will seek

external advice and benchmarking in order to satisfy the Board that senior employee remuneration is equitable and competitive within the sector.

The Chair of Trustees and the Finance, Risk & Audit Committee shall have regard to the advice of the responsible minister and of the DfE, as published from time to time.

At all times, Trustees will ensure compliance with the provisions of the Academies Financial Handbook (see extract overleaf). Following annual publication of this Handbook, Trustees will agree and document the process for determining senior employee remuneration ahead of the next performance cycle. All senior employees – being Executive Directors of the Trust – shall be on payroll and not otherwise contracted.

Trustees will agree and publish this statement annually.

Agreed at FRAC meeting on 19/01/2026

## Academies Financial Handbook 2025

### Setting executive pay

2.27. The board of trustees **must** ensure its decisions about levels of executive pay (including salary and any other benefits) follow a robust evidence-based process and are a reasonable and defensible reflection of the individual's role and responsibilities. No individual can be involved in deciding their remuneration. Decisions about executive pay may be challenged by DfE.

2.28. The board **must** discharge its responsibilities effectively, ensuring its approach to, and levels of, pay and benefits is transparent, proportionate and defensible. This **must** be documented in an agreed pay policy, which sets out the process for determining executive pay and includes:

- independent scrutiny by the board
- robust decision-making that demonstrates justifiable pay
- proportionality – that pay and benefits represent good value for money and are defensible relative to the public sector market
- documented decision-making with rationale and approval by the board
- a 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

### Publication of pay

2.29. 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.

### Tax arrangements for senior employees

2.30. The academy trust **must** ensure its senior employees' payroll arrangements fully meet their tax obligations and comply with HM Treasury's guidance about the employment arrangements of individuals on the avoidance of tax. This is described in HM Treasury's [Review of the tax arrangements of public sector appointees](#), which explains that senior managers with significant financial responsibilities should be exclusively on payroll, and therefore subject to Pay As You Earn with income tax and NI contributions deducted at source. Failure to comply with these requirements can result in a HM Treasury fine.