



Wise Owl Trust

Together Everyone Achieves More

Publication of Executive Pay Year ending: 31 August 2023

Item 2.29 of the Academies Trust Handbook 2023 states that 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.

	2022/23
In the band £140,000 - £150,000	1

Principals and other educational senior leaders are paid by reference to national leadership pay scales. Salary ranges are consistent across the Trust and are dependent on seniority of position and size of school. The CEO is on a salary agreed by the Remuneration Committee after benchmarking against similar sized Trusts. The Remuneration Committee meets annually. Trust senior leaders often undertake project activities as system leaders which bring additional income into the trust – and may benefit from payments in addition to basic salary under arrangements similar to DfE approved arrangements for additional remuneration for activities conducted as a National Leader of Education. Trust Executives roles have been amalgamated resulting in the reduction in the number of Executives exceeding the £100,000 salary by 50%