Executive Pay Statement

November 2026

Date of last review:	November 2026	**Review period:**	1 year
Date of next review:	November 2027	**Owner:**	CEO
Type of policy:	Trust	**Board approval:**	Trust Board (PMAP)
Signed (Trust)			

Purpose

The Board of Trustees recognises the importance of attracting, retaining and motivating high-quality executive leaders capable of delivering the Trust vision. This policy sets out the principles and processes used to determine and review executive pay and ensure compliance with the Academy Trust Handbook 2026.

Principles

Executive pay decisions will follow a robust evidence-based process, reflect the responsibilities of the role, represent value for money, be proportionate, transparent and defensible. No employee will take part in decisions relating to their own remuneration.

Governance and Decision Making

The Performance Management and Pay Committee (PMAP) will undertake independent scrutiny, consider benchmarking and affordability, document rationale and make recommendations as appropriate. The Board retains ultimate accountability.

Executive Appraisal

Executive leaders will participate in annual appraisal in line with the VAT Appraisal Policies. Appraisal outcomes may inform pay discussions but do not create any automatic entitlement to salary progression or bonus payments (which are not currently part of the Victoria Academies Trust executive pay approach).

Determining Executive Pay

The Committee will consider role complexity, trust size, pupil numbers, staffing responsibilities, trust performance, financial sustainability, strategic priorities, benchmarking data and recruitment and retention considerations.

For the purposes of this policy, remuneration includes salary, fees, relevant allowances and benefits, and any pension provision above the normal level available to comparable staff.

Salary Reviews

Salary reviews may occur following material organisational change, trust growth, significant changes in responsibilities or recruitment and retention challenges. Reviews must evidence affordability, proportionality and value for money.

Executive Pay Increases

Executive remuneration must not increase at a faster rate than the average percentage remuneration increase across the Trust's teaching workforce over the same period. Where an increase above this level is considered justified, prior DfE approval must be obtained

New Appointments

Prior DfE approval will be obtained before advertising a new executive appointment where proposed remuneration exceeds £174,000 (pro rata for part-time staff), or proposed performance-related pay exceeds £25,000.

Performance Related Payments

Performance-related payments are not automatic and must be exceptional, evidence based, represent value for money and comply with DfE requirements. Currently, Victoria Academies Trust do not utilise any form of performance related pay for executives.

Value for Money and Transparency

The Trust will ensure executive remuneration is an appropriate use of public funds, is proportionate to Trust resources and complies with statutory disclosure requirements.

Documentation and Record Keeping

The PMAP Committee will retain records of benchmarking, affordability assessments, independent advice, conflicts of interest and decision-making rationale.

Review

This policy will be reviewed annually.