

EXECUTIVE PAY: FINANCIAL YEAR ENDING 31 AUGUST 2025

In September 2021 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.”

Energy Coast UTC did not enter into any off-payroll arrangements over £100k during the financial year ending 31st August 2025.

The table below is in compliance of this regulation:

Salary Bands (including pension costs)	Number of Employees
£100,001 - £110,000	0
£110,001 - £120,000	0
£120,001 - £130,000	1
£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