

Swale Academies Trust

Employees whose Benefits Exceeded £100k – Financial Year 2020-21

Benefits for this purpose include salary, other taxable benefits and termination payments, but not the Trust's own pension costs.

Band	2021 No.	2020 No.
£100,001 - £110,000	3	1
£110,001 - £120,000	1	1
£140,001 - £150,000	-	1
£160,001 - £170,000	1	-
£190,001 - £200,000	-	1
£200,001 - £210,000	1	-
£350,001 - £360,000	-	1

In the prior year, one individual had been pushed into the £350,001 - £360,000 banding due to the need to include exit packages alongside remuneration earned during the year. For the avoidance of doubt this did not relate to the Accounting Officer, who had fallen down a band into the £190k - £200k range.

The exit package payment formed part of the restructuring costs disclosed in note 14(a) and the Trust had fully complied with requirements of the Academy Trust Handbook in respect of the transaction. The trust obtained confirmation of this compliance from the ESFA and its auditors before making the payment.