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2025-26 Employee Benefits exceeding £100k

Reporting Requirements

In accordance with Section 2.29 of the Academy Trust Handbook 2025:

"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."

Swale Academies Trust Remuneration 2025-26

There were 50 employees who received remuneration in excess of £100k during the 2025-26 Academic Year. One employee, who was a leaver in the period, received remuneration within the banding of £250,001 - £260,000 inclusive of pension strain costs of £149,247.

There were no off-payroll arrangements that resulted in someone who is not an employee of the Trust receiving more than £100,000.

For the Financial Year ending 31st August 2026 the pay bandings are as follows:

Overall Band	Salary & Taxable Benefits - inc. Redundancy	Employer Pension Contributions - inc. pension strain costs	Number of Employees
£250,001 - £260,000	£100,001 - £110,000	£140,001 - £150,000	1
£200,001 - £210,000	£200,001 - £210,000	£0 - £10,000	1
	£150,001 - £160,000	£40,001 - £50,000	1
£190,001 - £200,000	£140,001 - £150,000	£40,001 - £50,000	1
£180,001 - £190,000	£140,001 - £150,000	£40,001 - £50,000	1
£160,001 - £170,000	£130,001 - £140,000	£30,001 - £40,000	1
£150,001 - £160,000	£120,001 - £130,000	£30,001 - £40,000	1
£140,001 - £150,000	£110,001 - £120,000	£30,001 - £40,000	5
£130,001 - £140,000	£100,001 - £110,000	£20,001 - £30,000	1
		£30,001 - £40,000	3
£120,001 - £130,000	£90,001 - £100,000	£20,001 - £30,000	2
	£100,001 - £110,000	£20,001 - £30,000	1
£110,001 - £120,000	£90,001 - £100,000	£20,001 - £30,000	6
	£80,001 - £90,000	£20,001 - £30,000	15
£100,001 - £110,000	£80,001 - £90,000	£20,001 - £30,000	7
	£70,001 - £80,000	£20,001 - £30,000	3

Total Employees	50