

WESSEX MULTI-ACADEMY TRUST

Chief Executive Officer
MT Foley BA MEd

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www.wessex.ac

WESSEX Multi-Academy Trust Executive Pay Data – Year ended 31st August 2020

Number of Employees	Gross Salary
0	£100,000 - £110,000
0	£110,001 - £120,000
0	£120,001 - £130,000
0	£130,001 - £140,000
0	£140,001 - £150,000
1	£150,001 - £160,000

In line with the Academies Financial Handbook, the Directors of Wessex Multi-Academy Trust ensure decisions about the setting of executive pay (including salary and other benefits) follow a robust evidence-based process and are a reasonable and defensible reflection of the individual's role and responsibilities.

The Board of Directors discharges its responsibilities effectively, ensuring its approach to pay and benefits is transparent, proportionate and justifiable, including:

- Process – that the procedure for determining executive pay and benefits, and keeping them proportionate, is agreed by the Board in advance and documented
- Independence – decisions about executive pay and benefits reflect independent and objective scrutiny by the board and conflicts of interest are avoided
- Robust decision-making – factors in determining pay and benefits are clear, including whether educational and financial performance considerations, and the degree of challenge in the role, have been considered
- Proportionality – pay and benefits represent good value for money and are defensible relative to the public sector market
- Commercial interests – ensuring the Board is sighted on broader business interests held by senior executives, and is satisfied that any payments made by the Trust to executives in relation to such interests do not undermine the transparency requirements for disclosing pay in accordance with the Academies Accounts Direction
- Documentation – the rationale behind the decision-making process, including whether the level of pay and benefits reflects value for money, is recorded and retained
- A basic presumption that executive pay and benefits should not increase at a faster rate than that of teachers, in individual years and over the longer term
- Understanding that inappropriate pay and benefits can be challenged by ESFA, particularly in instance of poor financial management of the Trust.

Directors

Mr M Baker
Mr G Batt
Mr A Cooper
Mrs L Cove
Mr M Foley
Mr M Haines
Ms L Mignot



BERE REGIS SCHOOL
DAMERS FIRST SCHOOL
ST OSMUND'S CE MIDDLE SCHOOL
THE THOMAS HARDYE SCHOOL