

**West Lakes Multi-Academy Trust - Executive Pay – Financial Year ending August 2021 (2021 FYE)**

Under heading “Publication of Executive Pay”, the 2020 Academies Financial Handbook regulation 2.32 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, as an extract from the disclosure in its financial statements for the previous year ended 31 August. Benefits for this purpose include salary, other taxable benefits and termination payments, but not the trust’s own pension costs.

The table below is in compliance of this regulation:

Salary Bands (excluding pension costs)	Number of Employees	Income generated to offset against cost to the trust
£100,001 - £110,000	0	
£110,001 - £120,000	0	
£120,001 - £130,000	0	
£130,001 - £140,000	0	
£140,001 - £150,000	1	106.3%
£150,001 - £160,000	0	
£160,001 - £170,000	0	

**West Lakes Multi-Academy Trust – Executive Pay – Financial Year ending August 2022 (current)**

In September 2021 the Trust Academies 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.”

Following our external audit of 2021FYE accounts, we can confirm the table below is in compliance of this regulation:

Salary Bands (including pension costs)	Number of Employees	Income generated to offset against cost to the trust
£100,001 - £110,000	1	Nil
£110,001 - £120,000	0	
£120,001 - £130,000	0	
£130,001 - £140,000	0	
£140,001 - £150,000	0	
£150,001 - £160,000	0	
£160,001 - £170,000	1	82.0%