

# WESSEX MULTI-ACADEMY TRUST

Chief Executive Officer  
MT Foley BA MEd

WESSEX HOUSE 4 POUNDBURY BUSINESS CENTRE HOLMEAD WALK  
POUNDBURY DORSET DT1 3GE

TEL: 01305 231510  
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[www.wessex.ac](http://www.wessex.ac)

## Executive Pay Data – Year ended 31<sup>st</sup> August 2024

Number of Employees		Gross Salary
2023/24	2022/23	
16	15	£ 60,001 - £ 70,000
10	5	£ 70,001 - £ 80,000
3	2	£ 80,001 - £ 90,000
1	1	£ 90,001 - £100,000
-	1	£100,001 - £110,000
1	1	£110,001 - £120,000
1	-	£150,001 - £160,000
-	1	£160,001 - £170,000
1	-	£170,001 - £180,000

In line with the Academy Trust Handbook (ATH), the Trustees 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.

Alongside the ATH, The Charity Commission's regulations requires charities provide information about the total remuneration received by their staff members worth upwards of £60,000, in £10k bandings.

The Board of Trustees 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



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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 DfE, particularly in instance of poor financial management of the Trust.



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