



The Bath and Mendip Partnership Trust)

Executive Pay Statement 19-20

With the publication of the Academies Financial Handbook 2020, all academy Trusts must publish - on its website in a separate, readily accessible form the number of employees whose benefits exceeded £100,000, 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.

In the case of employees who are trustees, their salary and other benefits will also be disclosed in £5k bandings in the trust's financial statements.

Salary Range	Number of employees
£100,000 +	Nil

There are no employees who are also trustees/directors of The Bath and Mendip Partnership Trust.

Executive pay in The Bath and Mendip Partnership Trust is aligned to the Leadership Points within the School Teachers Pay and Conditions Document, which is a national pay framework negotiated between the national teacher unions and the Department for Education. The Leadership Points have been set for Headteachers. Annual inflationary awards are made by the Government, with the Secretary of State for Education and the Prime Minister receiving independent advice from the School Teachers' Review Body.

Within this national pay framework, leadership pay for Headteachers in 2019 had a range of £41, 065 (Leadership Point 1) up to £144,608 (Leadership Point 55).

In setting executive pay, Directors of the Trust take advice from the Trust's independent Human Resource consultants. More information is available in the Trust's Pay Policy, which is reviewed annually. The policy is published on the Trust website policies and procedures page