



King's Group Academies

EXECUTIVE REMUNERATION POLICY

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1. INTRODUCTION

This policy outlines the framework, principles and processes by which remuneration is set and managed for KGA executive roles and post holders.

King's Group Academies recognises that to deliver Opportunity and Success on a Global Stage for everyone of our pupils, we require exceptional leaders and our approach to remuneration is therefore designed to attract and retain high calibre executive colleagues in compliance with the requirements of Academies Trust Handbook (ATH).

For the purposes of this policy, references to the 'Trust' means King's Group Academies (KGA).

2. SCOPE AND PURPOSE OF THIS POLICY

This policy applies to the following roles:

- Chief Executive Officer
- Deputy Chief Executive Officer
- Chief Financial Officer
- Estates Director
- People Director
- Director of Primary
- Director of Secondary

The purpose of this policy is to set out the methods by which executive remuneration is set, progressed, reviewed and recorded in accordance with the ATH requirements and Employment Legislation. The intent is to provide a robust, transparent and equitable framework.

3. RESPONSIBILITIES

The Board of Trustees has full responsibility for defining the Executive Pay policy and deciding on the salaries and benefits of the Executive Leadership Team that are proportional and defensible in respect of the use of public money. The Board delegates responsibility to undertake information gathering to support this process to the Finance & HR Committee who make recommendations to the full board.

The Finance and HR Committee will seek external benchmarking and advice alongside that of the People Director to inform their recommendations.

It is the responsibility of Executive Team members to absent themselves from Board and Committee meetings when their own pay and benefits are being discussed. No member of the Executive team will be involved in setting their own salary.

The policy is reviewed annually by the Board of Trustees and salaries exceeding £100,000 will be published in banded groups in the disclosure of financial statements.



4. PRINCIPLES FOR SETTING AND PROGRESSING REMUNERATION

Executive salary and benefits will be positioned to ensure the Trust can attract and retain professionally skilled and experienced leaders whilst exercising good stewardship of funds. The market sector used for making assessment of remuneration will depend on the relevant area of profession the executive role is recruited from and the value of the level of skills, knowledge and experience required performing in the role. This will include both the education sector and the wider not-for-profit sector and public sector. The commercial sector is not considered a suitable comparator.

All executive roles and employees will be PAYE and therefore taxed as employees.

Salary scales will be set positioning the scale start at the mid-point of benchmark data with incremental progression points. Post holders progress incrementally on 1st September each year until they reach the top of their scale. It is expected that post holders will be performing at and above expected levels for their roles and where this is not the case performance management measures will be put in place promptly.

5. REVIEWING THE PAY SCALES

The Board of Trustees will review the executive pay scale annually to consider inflationary uplifts aligned to the agreed teaching pay award.

The Board will consider evidenced recommendations for changes to executive pay scales when roles change in content or scope. This will be supported by benchmark evidence.

6. PAY ON APPOINTMENT

Appointments may only be made to the first two incremental points within the agreed range for the role.

7. BENEFITS, ALLOWANCES AND OTHER ADDITIONAL PAYMENTS

There are no benefits for the sole access of executive employees.

Executives are entitled to membership of the Local Government Pension Scheme on the contributory level appropriate to their salary as set out by the scheme.

Annual leave entitlement for executive employees is 30 days per year (full time equivalent). Other benefits are available on the same basis as those offered to all employees at any given time.

There are no allowances or additional payments applicable to executive roles.

8. COMPLAINTS AND APPEALS AGAINST PAY DECISIONS

Where an executive has a concern about their pay or benefits they should first seek to resolve it informally by discussing the matter with the CEO or Chair of the Board. If they wish to raise the matter formally they should use the grievance procedure. Full investigation into the concern should be undertaken by a trustee not on the FHRC.



9. EXECUTIVE PAY SCALES

The pay scales are as follows:

L30				Director of Estates/People
L31				Director of Estates/People
L32				Director of Estates/People
L33				Director of Estates/People
L34				Director of Estates/People
L35				Director of Estates/People
L36				Director of Estates/People
L37				Director of Estates/People
L38				Director of Estates/People
L39				Director of Estates/People
L40				Director of Estates/People
L41				
L42			Director of Primary/Secondary	
L43			Director of Primary/Secondary	
L44		Deputy CEO	Director of Primary/Secondary	
L45		Deputy CEO		
L46		Deputy CEO		
CEO1	CEO			
CEO2	CEO			
CEO3	CEO			
CEO4	CEO			
CEO5	CEO			