



## **Leadership Pay Statement 2025/26**

The Academies Financial Handbook puts a requirement on all academies to outline the number of employees paid £60,000 per annum or more in their annual accounts, in bandings on £10,000. These accounts must be published on the academy website.

With the publication of the Academies Handbook, all academies 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 2025.

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.

### **Declaration**

Higher paid staff with a salary £100,000.00

Leadership pay at West Hill School 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 Head teachers.

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 Head teachers in 2025/26 had a range of £51,773 (Leadership Point 1) up to £143,796 (Leadership Point 43). In setting pay, Directors of the academy take advice from the academy independent Human Resource consultants. More information is available in the academy Pay Policy, which is reviewed annually.

The number of employees whose benefits exceed £100,000 inclusive of Employer Pension Benefits

	25.26	24.25
£120,000-130,000	-	1
£130,000-140,000	1	-