Executive Pay Reporting 2025-26

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, employers' national insurance contributions, other taxable benefits, and termination payments.

The employers pension contribution for members of staff in this category and all other Insignis Academy Trust employees is 22.1% (Sept-25 to Mar-26) and 21.1% (Apr-26 to Aug-26) for non-teaching staff enrolled in the Local Government Pension Scheme and 28.68% for teaching staff enrolled in the Teachers' Pension Scheme. Employer's national insurance contributions are in line with HMRC rules.

The cumulative impact of pay awards in recent years has resulted in more staff than only executive leaders exceeding the £100,000 reporting threshold.

Insignis Academy Trust reporting 2025-26

The number of employees whose emoluments exceeded £100,000 including employer's pension and employer's national insurance contributions was:

No of schools in IAT	**3**	**4**	**5**	**6**	**6**
Salary Band	**2021-22**	**2022-23**	**2023-24**	**2024-25**	**2025-26**
£100,001 - £110,000	-	4	3	15	22
£110,001 - £120,000	1	1	2	6	7
£120,001 - £130,000	1	-	3	3	6
£130,001 - £140,000	1	1	1	2	-
£140,001 - £150,000	-	-	-	4	1
£150,001 - £160,000	-	-	-	1	5
£160,001 - £170,000	-	1	-	-	1
£170,001 - £180,000	-	-	1	-	-
£180,001 - £190,000	-	-	1	-	1
£190,001 - £200,000	-	-	-	1	-
£200,001 – £210,000	-	-	-	1	1
£210,001 - £220,000	-	-	-	-	-
£220,001 - £230,000	-	-	-	-	1