



Senior Leadership Pay (Over 100k)

Statutory Reporting

REAch2 Context

REAch2 Academy Trust is the largest primary-only academy trust in England, overseeing 62 academies. Our mission is grounded in the belief that every child deserves a rich and rewarding education, regardless of their background or location.

The Trust's reward strategy aims to attract and retain effective leaders, with remuneration aligned to the Nolan principles of honesty, integrity, and objectivity, ensuring fair and transparent compensation practices. Senior leadership pay is reviewed annually in line with cost-of-living increases for teachers and support staff. For 2024/25, this included a 5.5% increase for teachers and leaders and a 3.2% increase for support staff on the pay scales.

Salary Data

Updated salary data as of 31st August 2025 shows the following distribution for senior leadership earning over £100K:

- £100,001 – £110,000: 9 employees
- £110,001 – £120,000: 4 employees
- £120,001 – £130,000: 1 employee
- £130,001 – £140,000: 0 employees
- £140,001 – £150,000: 3 employees
- £150,001 – £160,000: 0 employees
- £160,001 – £170,000: 1 employee
- £170,001 – £180,000: 0 employees
- £180,001 – £190,000: 0 employees
- £190,001 – £200,000: 0 employees
- £200,001 – £210,000: 0 employees
- £210,001 – £220,000: 0 employees
- £220,001 – £230,000: 1 employee

This updated data reflects the Trust's commitment to maintaining a proportional and sustainable pay structure for senior leaders.

We have three other employees whose FTE would exceed £100,000 but is contracted on a part-time or casual basis, therefore does not exceed £100,000.

Principles for Remuneration

Senior leadership pay is guided by these principles:

- **Transparency:** Senior staff salaries are publicly disclosed.
- **Proportionality:** Salaries are aligned across the Trust, compared to other multi-academy trusts and relevant sectors through job evaluation.
- **Performance:** Pay decisions are based on performance monitoring.

Executive Director Pay

The CEO proposes executive directors' pay, which is then approved by the Trust Board following recommendations from the Remuneration Committee. Pay is capped and includes salary, pension, and annual leave, with no additional benefits.

Bonuses, Benefits, and Other Payments

REAch2 does not offer standard bonus schemes. Bonuses or relocation payments are only considered in exceptional cases. All staff are auto enrolled in the Teachers' Pension Scheme or the Local Government Pension Scheme. No enhanced redundancy payments are provided.

