

# Executive Pay Statement



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## Nene Valley Partnership: Executive Pay Statement March 2022

The Nene Valley Partnership believes in fair, transparent and value for money executive salary arrangements.

As a relatively small multi-academy trust, the executive leaders also hold substantive roles in Trust Schools, and this model has ensured value for money whilst ensuring that all executive functions of the trust are fulfilled.

### **CEO Salary**

The CEO of the Nene Valley Partnership is also the Executive Headteacher of Wollaston School.

Remuneration for the role at Wollaston School was set by the Governors of Wollaston School on appointment and this is payable on a salary range of L33-39, currently equivalent to between £92,624 and £107,239. Performance is appraised annually by Governors and any pay progression awarded (an annual 1 point on the existing scale up to a maximum of L39) is applied from September each academic year.

Remuneration for the CEO of the Nene Valley Partnership is set by the Board of Trustees. This is payable as an enhancement to the salary range above and is set at a point of between 3 and 7 points above the existing Headteacher pay point. This salary enhancement currently stands at £10,776 per annum. Performance is appraised annually by the trust board and any pay progression awarded (an annual 1 point on the existing scale up to a maximum of an additional 7 points) is applied from January each year.

From the 1<sup>st</sup> May 2022, the CEO will undertake work under secondment (equivalent to 1.5 days per week) to provide executive leadership support to another local trust. There will be no personal remuneration for this work, but the NVP will receive 30% of the total CEO salary costs (including on costs) in order to release the CEO for this work. This arrangement ensures that the costs of the CEO remain proportionate to the size of the trust.

### **CFO Salary**

The CFO of the Nene Valley Partnership is also the Business Manager of Wollaston School.

Remuneration for the Business Manager at Wollaston School is set by the Governors of Wollaston School on appointment and this is payable on a salary range of Grade M - NJC Points 40 – 47, currently equivalent to between £45,859 and £51,782. Performance is appraised annually by the CEO and any pay progression awarded (an annual 1 point on the existing scale up to a maximum of Point 47) is applied from September each academic year.

Remuneration for the CFO of the Nene Valley Partnership is set by the Board of Trustees. This is payable as an enhancement to the salary range above and is set at a point of between 3 and 7 points above the existing Business Manager pay point. This salary enhancement currently stands at £7392 per annum. Performance is appraised annually by the trust board and any pay progression awarded (an annual 1 point on the existing scale up to a maximum of an additional 7 points) is applied from January each year.