

Setting executive pay

2.27. The board of trustees **must** ensure its decisions about levels of executive pay (including salary and any other benefits) follow a robust evidence-based process and are a reasonable and defensible reflection of the individual's role and responsibilities. No individual can be involved in deciding their remuneration. Decisions about executive pay may be challenged by DfE.

2.28. The board **must** discharge its responsibilities effectively, ensuring its approach to, and levels of, pay and benefits is transparent, proportionate and defensible. This **must** be documented in an agreed pay policy, which sets out the process for determining executive pay and includes:

- independent scrutiny by the board
- robust decision-making that demonstrates justifiable pay
- proportionality – that pay and benefits represent good value for money and are defensible relative to the public sector market
- documented decision-making with rationale and approval by the board
- a basic presumption that executive pay and benefits should not increase at a faster rate than that of teachers, in individual years and over the longer term

Publication of pay

2.29. The trust **must** publish on its website in a separate readily accessible form the number of employees whose benefits exceeded £100,000, in £10,000 bandings, for the previous year ended 31 August. Benefits for this purpose include salary, employers' pension contributions, other taxable benefits and termination payments. Where the academy trust has entered into an off-payroll arrangement with someone who is not an employee, the amount paid by the trust for that person's work for the trust **must** also be included in the website disclosure where payment exceeds £100,000 as if they were an employee.

The Trust must publish the number of employees whose benefits exceed £100k, in £10k bandings. The table below is an extract from the Annual Report and Accounts for the years ended 31 August 23, 24 & 2025. The benefits for this purpose include salary, but not the Trust's own pension costs.

Viking Academy Trust has considered the 'excessive executive pay' guidance (shown below) and does not meet the criteria of 'excessive pay' to its executive staff.

The criteria for defining trusts with EEP is:

- *the latest financial statements show the trust is paying either two or more executive salaries of £100k+ (Viking = N/A) or one or more salary of £150k+ (Viking = N/A) ;*
- and one or more of the following:
 - *there is evidence of financial and/or educational underperformance within the trust (Viking = N/A) ;*
 - *and/or: the trust made a commitment to reduce excessive salaries within a given timescale, but this has not been evidenced in their financial submission (Viking = N/A) ; and/or:*
 - *there has actually been an evidenced increase in spend on £100+k salaries year-on-year within the trust (according to published financial statements; and no significant change within the trust) (Viking = N/A).*

DfE/EFSA Guidance Viking response

Banding	2023 No: of staff	2024 No: of staff	2025* No: of staff
£100,001-£110,000	0	0	0
£110,001-£120,000	1	0 (1)	0 (1)
£120,001-£130,000	0	0	0
£130,001-£140,000	0	0	0
£140,001-£150,000	0	0	0

2025

Note: Viking CEO works on a 0.5 contract. Full time equivalent shown in red