

Viking Academy Trust

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Chilton Primary School
Chilton Lane
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Executive Pay & Excessive Executive Pay Statement

DfE/EFSA Guidance: as detailed in ATH 2022-23

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

The Academy Trust Handbook: Publication of executive pay (pg 24-25)

Setting executive pay

2.30 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.

2.31 The board **must** discharge its responsibilities effectively, ensuring its approach to pay and benefits is transparent, proportionate and justifiable, including:

'One Childhood One Chance'



Chilton Primary School, Ramsgate Arts Primary School and Upton Junior School are operated by Viking Academy Trust which is a charitable company limited by guarantee and registered in England and Wales with company number 09449979. The Registered Office is at Chilton Primary School, Chilton Lane, Ramsgate, Kent, CT11 0LQ. Viking Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

- process – that the procedure for determining executive pay and benefits, and keeping them proportionate, is agreed by the board in advance and documented
- independence – decisions about executive pay and benefits reflect independent and objective scrutiny by the board and that conflicts of interest are avoided
- robust decision-making – factors in determining pay and benefits are clear, including whether educational and financial performance considerations, and the degree of challenge in the role, have been taken into account
- proportionality – pay and benefits represent good value for money and are defensible relative to the public sector market
- commercial interests – ensuring the board is sighted on broader business interests held by senior executives and is satisfied that any payments made by the trust to executives in relation to such interests do not undermine the transparency requirements for disclosing pay in accordance with the Academies Accounts Direction
- documentation – the rationale behind the decision-making process, including whether the level of pay and benefits reflects value for money, is recorded and retained
- 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
- understanding that inappropriate pay and benefits can be challenged by ESFA, particularly in instances of poor financial management of the trust.

Publication of executive pay

2.32 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, other taxable benefits and termination payments. Trusts may wish to display this information in a tabular form showing in each column salary, pension etc. 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 £100k as if they were an employee.

Viking Academy Trust - Company Registration No: 09449979 (England and Wales)

In the Annual Report and Accounts for the year end 31 August 2022, there was 1 employee whose benefits exceeded £100K (including employers' pension contributions, other taxable benefits and termination payments) as at 31 August 2022 was:

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Employee Salary	Salary	Employers NI	Employers Pension Contribution
Employee 1	£100,001 - £110,000	£13,001-£23,000	£20,001-£30,000

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