

BEBCMAT TRUST: Executive Pay Report For the Year Ended 31 August 2025

In accordance with the [Academy Trust Handbook 2025](#), the Trust is required to publish the number of employees whose total benefits exceeded £100,000, in £10,000 bandings, for the previous financial year.

Definition of Benefits:

"Total Benefits" for this purpose include gross salary, employer pension contributions, other taxable benefits (such as private health insurance), and any termination payments. For individuals in off-payroll arrangements where the cost of their work exceeds £100,000, these costs are also included in the relevant banding as if they were an employee.

Total Benefits Band	Number of Employees (2024/25)
£100,001 – £110,000	2
£110,001 – £120,000	3
£120,001 – £130,000	2
£130,001 – £140,000	1
£140,001 – £150,000	0
£150,001 – £160,000	0
£160,001 – £170,000	0
£170,001 – £180,000	1
Total Count	9

*Note: This data is verified as part of the annual audit and is updated on the Trust website by **31 January** each year following the close of the prior financial period.*