



# John Masfield High School

## Senior Leadership Pay (over £100K 2024-25) – statutory reporting

Trustees recognise that they are governing a publicly funded organisation and it is their responsibility to ensure that leadership pay is affordable and sustainable in the long term whilst being appropriate for the level of responsibility.

### Pay Policy for Key Management Personnel

The pay committee meets annually to determine pay increases for staff following the completion of the school's performance management programme. This applies to key management personnel also.

The Headteacher's salary is calculated using the Department for Education (DfE) document "School teacher's pay and conditions document 2022". For Headteacher, Deputy Headteacher and Assistant Headteachers pay, the leadership pay scale is applied. The Headteacher pay range is calculated based on the number of pupils on the school roll and applying a unit value for the number of pupils depending on specific key stage, from this a total score is identified.

### Bonuses, Benefits and other Discretionary Payments

John Masfield High School does not operate a bonus scheme as standard. Additional remuneration, such as bonuses or relocation, are applied only in exceptional circumstances. All staff are enrolled in the Teachers' Pension Scheme or the Local Government Pension Scheme. There is no provision for enhanced redundancy payments.

### Publication

The Trust Board publishes the number of employees whose benefits (plus employers' pension contributions) of £100,000 and above on the JMHS website. In the 2023/2024 academic year, these were:

Pay Band (benefits plus employers' pension contributions)	Number of employees
£100,001 - £110,000	1
£110,001 - £120,000	0
£120,001- £130,000	0
£130,001- £140,000	1