

Base Academy Trust

Senior Leadership Pay (over £100K 2025/26) statutory reporting

Base Academy Trust Context

Within Base Multi Academy Trust our goal is to achieve exceptional performance across both our schools; our determination to make a difference is rooted in moral purpose. We want to improve outcomes and life chances for young people and support the transformation of socially disadvantaged communities in the North West.

Base Academy aspires to attract and retain the very best leaders who are able to translate the vision and purpose in their schools. Trustees also recognise that they are governing a publically funded organisation and it's their responsibility to ensure that the leadership pay and the leadership structure is in keeping with the Nolan principles of public life; affordable and sustainable in the long-term and appropriate for the level of responsibility.

Principles for remuneration

Trust remuneration for senior leaders is guided by the following principles:

- Transparency- senior leaders would expect that salaries will be published,
- Proportionality-alignment to salary levels across the whole trust; comparison within the education sector (in particular, other multi academy trusts); and with other comparable sectors,
- Performance-monitoring performance is a key component of any pay decision.

Bonuses, Benefits and other Discretionary Payments

Base Academy does not operate a bonus scheme. Base does not engage in golden handshakes to welcome, or entice, executives to join. All staff are enrolled in the Teachers' Pension Scheme or in the Local Government Pension Scheme. There is no provision for enhanced redundancy payments.

Publication

The Trust Board publishes all salaries of £100,000 and above on the Base Trust website. In the 2025/26 academic year there was one employee earning over 100,000.

Salary Band	Number of Employees
£130,000 to £140,000	1