

## The Bay Learning Trust

### Executive Pay Report to 31 August 2025

The Academy Trust Handbook (also known as the Academies Financial Handbook) section 2.29 requires that the Trust 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. The details are stated in the table below. No other taxable benefits were paid to/received by any of the employees included in either the 2025 or 2024 financial years. A termination payment was made to one employee in 2024.

As at 31 August 2025 The Bay Learning Trust comprised of six academies.

Bandings	Financial year/Number of employees	
	2025	2024
£100,001 to £110,000	8	4
£110,001 to £120,000	4	4
£120,001 to £130,000	3	2
£130,001 to £140,000	2	1
£140,001 to £150,000	1	1
£150,001 to £160,000	0	0
£160,001 to £170,000	0	2
£170,001 to £180,000	1	0
£180,001 to £190,000	0	0
£190,001 to £200,000	1	0