



ONE (Owl North East) Trust

Executive Pay

Introduction

As set out in the Academy Trust Handbook, the trust is required to disclose annual salaries in excess of £100,000, in £10k bandings, for the previous year ended 31 August on an annual basis.

Academy Trust Handbook 2024

Publication of executive pay

2.29 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.* 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.

Data

In line with the requirements, the salary disclosure is set out below. The number of employees whose **combined employee benefits** exceeded £100,000 was as follows:

Salary and Taxable Benefits (inc employer pension contributions)	Number of Employees	
	2025	2024
£100,001 - £110,000	3	2
£110,001 - £120,000	2	1
£120,001 - £130,000	-	-
£130,001 - £140,000	-	1
£140,001 - £150,000	-	-
£150,001 - £160,000	-	-
£160,001 - £170,000	1	-