



**Inspiring Futures  
through Learning**

### Pay Disclosure for Year Ended 31<sup>st</sup> August 2025

In satisfaction of the Academies Trust Handbook 2025, section 2.29 we are publishing information on employee pay for the previous year to 31<sup>st</sup> August 2025.

It is noted that the specification of this disclosure is different to that of the Charity SORP.

Benefits include salary, employers pension contributions and any other taxable benefit.

For an understanding of the performance of the Trust and context of the achievements we encourage reading the Trustees Report within the Financial Statements.

Total Benefit Band	Year to 31.8.24	Year to 31.8.25
£100,001 - £110,000	3	5
£110,001 - £120,000	2	4
£120,001 - £130,000	1	2
£130,001 - £140,000	3	1
£140,001 - £150,000	-	2
£150,001 - £160,000	-	1
£160,001 - £170,000	-	-
£170,001 - £180,000	-	-
£180,001 - £190,000	-	-
£190,001 - £200,000	-	-
£200,001 - £210,000	-	-
£210,001 - £220,000	1	-
£220,001 - £230,000	-	-
£230,001 - £240,000	-	-
£240,001 - £250,000	-	1

No individual included in the above table received remuneration in respect their work as an academy trustee. With that in mind, no further disclosure in respect of Trusteeship is given. The banded amount is taken from actual pay remunerated through PAYE including company pension payments and any other benefits given for that period.

Executive Pay is set and awarded by the IFtL Pay Committee and takes on board feedback from external advisors on performance and benchmarking of pay and packages in the sector that are comparable. We can confirm that all senior executives are paid through the Trusts PAYE Scheme. We do not pay executive remuneration via any other means.

**Should you have any questions regards this document please contact our CFO – Robert Tite via email on [rtite@iftl.co.uk](mailto:rtite@iftl.co.uk) or call the IFtL main line using 01908 533283.**