



James Montgomery Academy Trust
Ellis House
Brampton Road
Wath-upon-Deane
Rotherham
S63 6BB

Executive Pay Reporting 2024-25

James Montgomery Academy Trust (JMAT), in accordance with the Academies Financial Handbook, is required to publish the number of employees whose benefits exceeded £100,000, in £10,000 bandings, for the previous year ended 31 August 2025.

Benefits for this purpose include salary, employers' pension contributions, other taxable benefits and termination payments.

Salary	Pension	No of Employees
£70,001 - £80,000	£20,001 - £30,000	2
£80,001 - £90,000	£20,001 - £30,000	9
£90,001 - £100,000	£20,001 - £30,000	2
£120,001 - £130,000	£30,001 - £40,000	1

The pay structure for the Trust's Executive Team is determined through a transparent process using the principles of a job evaluation used by many local authorities and voluntary sector bodies.