



James Montgomery Academy Trust  
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## Executive Pay Reporting 2021-22

James Montgomery Academy Trust (JMAT), in accordance with the Academies Financial Handbook, is required to publish the number of employees whose benefits exceeded £100k, in £10k bandings, for the previous year ended 31 August 2022.

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

Salary	Pension	No of Employees
£80,001 - £90,000	£20,001 - £30,000	1
£90,001 - £100,000	£20,001 - £30,000	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.