Vanguard Learning Trust

Executive pay report
1st September 2024 to 31st August 2025

The Academy Trust Handbook (click here) states that all Trusts must publish on their website in a separate readily accessible form the number of employees whose benefits exceeded £100,000, in £10,000 bandings, for the previous year ending 31st August. Benefits for this purpose include salary, employer's 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.

Banding	Number of employees as at 31st August 2025.	Number of employees as at 31st August 2024.	Number of employees as at 31st August 2023.
£100,001-£110,000	5	6	1
£110,001-£120,000	4	1	
£120,001-£130,000	1		1
£130,001-£140,000		1	2
£140,001-£150,000	1	2	
£150,001-£160,000			
£160,001-£170,000	2		
£170,001-£180,000			
£180,001-£190,000			
£190,001-£200,000			1
£200,001-£210,000		1	
£210,001-£220,000			
£220,001-£230,000			
£230,001-£240,000	1		