



## Esteem Multi-Academy Trust Executive Pay Report to 31 August 2025

The Academy Trust Handbook (2025) requires that the Trust publish on its website, in a separate readily accessible form, the number of employees whose benefits exceeded £100,000 in £10,000 bandings.

These details are extracted from the Financial Statements for the Trust for year ended 31 August 2025.

### Trust Context

At 31 August 2025 the Trust included fourteen academies for students aged 2 to 19 years, serving catchment areas in Derbyshire, Staffordshire, Nottinghamshire, Worcestershire and Deby City.

The Trust has a combined commissioned capacity of 1,887 and had a roll of 2,083 in the school census dated May 2025. Capacity in special academies can fluctuate year on year as driven by specific needs of the students on roll rather than by an agreed number of classes and class sizes. Legal obligations of special academies to admit students can result in the Trust's student roll exceeding its commissioned capacity.

### Staff Numbers

| Employee Category          | 2025<br>Number | 2024<br>Number |
|----------------------------|----------------|----------------|
| Teachers                   | 258            | 197            |
| Administration and Support | 836            | 745            |
| Management                 | 16             | 17             |

**Remuneration Table** (excluding employer pension costs and employer national insurance contributions) exceeded £60,000 was:

| Band                | 2025<br>Number | 2024<br>Number |
|---------------------|----------------|----------------|
| £60,001 - £70,000   | 18             | 14             |
| £70,001 - £80,000   | 7              | 8              |
| £80,001 - £90,000   | 6              | 2              |
| £90,001 - £100,000  | 4              | 5              |
| £100,001 - £110,000 | 3              | -              |
| £110,001 - £120,000 | -              | 1              |
| £120,001 - £130,000 | 1              | -              |
| £130,001 - £140,000 | 1              | 1              |