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| [https://lh6.googleusercontent.com/3K-F2GtKJ5MfVHfRx1F8QBNmTQ7UFc0DUG8mtHFAvcJ3-sGlt7tWaa-14tuSaP4Xn2Vo9TtINkN4OZFSolACf-q21hJ19BknIBQaNN4ibfpQUICXKBC9bOlyxTlKDyaM94b23reD4jHP9w4U8sAkXFKjFFA05YfWDlpaA2ArhbcEDkSDNegup75xds0yzCkHh5O3JtQ](http://www.littletown.devon.sch.uk)***Live, Love, Learn, Littletown*****Littletown Primary Academy** Leadership Pay Report 2023-24The Board of Governors at Littletown Primary Academy believe that fair and appropriate remuneration is key to the success of the school, both to attract and retain experienced and skilled senior leaders. The Board recognises that education now goes beyond running our school, with schools playing a much wider community role, including responding to major issues such as mental health, the cost of living crisis, and addressing pupil attendance. The School works collaboratively across our locality to ensure needs are addressed, and that students enjoy school and achieve as well as they can. The School follows the Confederation of School Trusts principles for setting pay, through a process underpinned by public sector values and the Nolan principles of public life: Selflessness Pay decisions reflect the ethos of public serviceIntegrity Pay decisions are made independently (no individual can be involved in deciding his or her own remuneration) and with integrity and probity Objectivity Pay decisions are taken impartially, fairly and on merit, using the best evidence and without discrimination or bias.Accountability The Board of Governors is comfortable with scrutiny and challenge in relation to pay decisions. Openness Pay decisions are taken in a transparent manner.Honest Decisions and reporting on pay are honest and truthful.Leadership The Board of Governors demonstrates the highest standards in public life in executing the responsibility to set the Principal’s pay. Decisions on pay are made in accordance with the Scheme of Delegation, with pay benchmarked nationally and set in accordance with rules included within the School Teachers Pay and Conditions Document (STPCD). These set out Head Teacher Pay Ranges also known as the Individual School Range or ISR, including specific guidance on the minimum and maximum for individual schools. Leadership pay is linked to performance and the Head Teacher pay ranges, based on the size, location and pupil characteristic of the school (within the nationally set pay ranges). The Academy Trust Handbook requires that the school publishes on its website, in a separate readily accessible form, the number of employees whose pay benefits exceed £100,000 in £10,000 bandings. Benefits for this purpose include salary, employers’ pension contributions, other taxable benefits and termination payments.The number of employees whose employee benefits (as set out above) exceeded £100,000 was: In the band £100,001 - £110,000 - In the band £110,001 - £120,000 1 |