

Executive Pay Disclosure 2024–2025

Introduction

In line with the Academy Trust Handbook 2025, the Diamond Learning Partnership Trust is required to publish the number of employees whose pay and benefits exceeded £60,000 during the 2024–2025 academic year, in £10,000 bands. The Trust is committed to ensuring that decisions about executive pay are transparent, proportionate and defensible, consistent with the Department for Education's expectations that boards base pay decisions on a robust, evidence-based process.

Approach to Executive Pay

The Board of Trustees oversees all decisions relating to executive pay, which undertakes detailed benchmarking and scrutiny. Final decisions rest with the full Board, as recommended in sector guidance, to ensure strong governance and accountability. Pay levels reflect the scale and complexity of the Trust, market benchmarking, and the responsibility carried by senior leaders. We use information from CST and Kreston to inform the decision making.

Executive Pay: £10,000 Band Disclosure

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was (excluding pension contributions):

	2025	2024
£60,001 - £70,000	6	10
£70,001 - £80,000	6	3
£80,001 - £90,000	2	1
£90,001 - £100,000	3	1
£100,001 - £110,000	1	1
£120,001 - £130,000	2	1
	20	17

Additional Narrative

No executive received remuneration outside of the published pay policy, and all benefits include salary, pension contributions and any taxable benefits, are consistent with statutory reporting requirements. The Trust continues to ensure value for money and will keep its approach to remuneration under annual review to remain aligned with national guidance.