

Academy Trust Handbook: requirement to publish details of employees with benefits exceeding £100k

The Academy Trust handbook requires academy trusts to publish on its website in a separate readily accessible form the number of employees whose benefits exceeded £100,000, in £10,000 bandings, for the previous year ended 31 August.

Benefits for this purpose include salary, employers' 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 £100,000 as if they were an employee.

Harlow Inspirational Learning Trust

For the previous year (ended 31 August 2025):

Total emoluments No. of employees

£100,000 - £110,000 - Zero

£110,000 - £120,000 - Zero

£120,000 - £130,000 - 2

£130,000 - £140,000 - Zero

£140,000 - £150,000 - Zero

£150,000 - £160,000 - Zero

£160,000 - £170,000 - Zero

£170,000 - £180,000 - Zero

£180,000 - £190,000 - Zero

£190,000 - £200,000 - Zero