

## LSEAT Salaries (including Executive salaries) for 2019/20.

Extract from financial statement 2019/20 paragraphs 6, 7, 8 and 9 below

### 6. Staff

#### a. Staff costs

Staff costs during the year were:

	<b>Total 2020 £000</b>	<b>Total 2019 £000</b>
Wages and salaries	11,821	8,804
Social security costs	1,233	931
Operating costs of defined benefit pension schemes	2,093	1,438
	<b>15,356</b>	<b>11,173</b>
Supply staff costs	1,688	1,263
Staff restructuring costs	61	148
	<b>17,104</b>	<b>12,584</b>
Staff restructuring costs comprise:		
Redundancy payments	—	34
Severance payments	61	114
	<b>61</b>	<b>148</b>

Included in staff restructuring costs are non-statutory/non-contractual severance payments totaling £6,673 (2019: £33,805). Individually, the payments were: £6,673.

#### b. Staff numbers

The average number of persons employed by the Academy Trust during the year expressed as was as follows:

Charitable activities	2020 No.		2019 No.	
	Average full-time equivalent	Average headcount	Average full-time equivalent	Average headcount
Teachers	136	144	111	116
Administration and support	206	275	145	187
Management	3	5	3	3
	<b>345</b>	<b>424</b>	<b>259</b>	<b>306</b>

**6. Staff (continued)**

**c. Higher paid staff**

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

	<b>2020</b>	2019
	<b>No.</b>	No.
£60,001 - £70,000	9	6
£70,001 - £80,000	4	2
£80,001 - £90,000	1	2
£90,001 - £100,000	1	
£100,001 - £110,000		2
£110,001 - £120,000	2	
	<b>17</b>	<b>12</b>

The above employees participated in the Teachers' Pension Scheme, of which contributions amounted to £238,076 (2019: £141,598).

**7. Key Management Personnel**

The key management personnel of the Academy Trust comprise the Trustees and the senior management team as listed on page 1. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the academy trust was £610,666 (2019: £504,105).

**8. Related Party Transactions - Trustees' remuneration and expenses**

The Chief Executive Officer and other Trustees do not receive any remuneration in respect of services they provide in undertaking the roles as Trustees. No payments were made to Trustees during the year in connection with their roles as Trustees other than reimbursement of expenses incurred. During the year ended 31 August 2020, travel and subsistence expenses totalling £nil (2019: £nil) were reimbursed.

**9. Trustees and officers insurance**

The Academy Trust has opted into the Department for Education's risk protection arrangement (RPA), an alternative to insurance where UK government funds cover losses that arise. This scheme protects Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on academy business, and provides cover up to £10,000,000. It is not possible to quantify the Trustees and officers indemnity element from the overall cost of the RPA scheme.