



Executive Pay for the financial year ended 31st August 2025

Section 2.29 of the Academies Financial Handbook 2023 requires all academy trusts to publish details of the number of employees whose benefits exceed £100,000. This must be published in £10,000 bandings as an extract from the disclosure in its financial statements for the previous year ended 31st August. Benefits for this purpose include salary, other taxable benefits, and termination payments, but not the trust's own pension costs.

The table below is an extract from the Embark Federation annual report and financial statements for the year ended 31 August 2025.

Salary Bandings	2024/25 Number of Employees	2023/24 Number of Employees	2022/23 Number of Employees	2021/22 Number of Employees	2020/21 Number of Employees
£100,001 - £110,000	4	4	-	-	1
£110,001 - £120,000	3	-	1	1	-
£120,001 - £130,000	1	1	-	-	-
£130,001 - £140,000	-	-	1	-	-
£140,001 - £150,000	-	1	-	-	-
£150,001 – 160,000	1	-	-	-	-