BRADFORD ACADEMY TRUST

Responsibility | Respect | Resilience

Our Vision — **You are a shining light in our community**

RESPONSIBILITY
RESPECT
RESILIENCE

You are the light of the world. A city on a hill cannot be hidden. - Matthew 5:14b

Senior Management Remuneration Policy

Approved by:	RMC	**Date:** October 2025
Last reviewed on:	October 2025	
Next review due by:	October 2026	
Related Documents		
Guidance		
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1. Scope

For purposes of the Academy's Governance, the Executive Principal reports directly to the Board of Trustees, via the Chair.

2. Purpose and Basic Principles

The *Policy* seeks to offer a remuneration system that make it possible to attract, retain and motivate the most qualified professionals, to enable the Academy to attain its strategic objectives within the increasingly competitive market for talent in which it operates.

To this end, the *Policy* seeks to:

a) Ensure that the remuneration, in terms of structure and total amount, is in line with best practices, as well as competitive vis-à-vis that of comparable entities.

b) Establish the remuneration, in accordance with objective standards, based on the individual performance of the members of senior management and on the achievement of the strategic objectives of the Trust.

c) Foster and encourage the attainment of the strategic goals of the Academy strengthening continuity in the competitive development of the Academy and of its management team, and generating a motivating effect that acts as a driving force to ensure the loyalty and attraction of the best professionals.

Without prejudice to the foregoing, the *Policy* shall be mindful of the prevailing economic situation.

3. Oversight of Executive Principal Salary

The Chair and Vice Chair of the Trustees approves the basic terms of the contract of the Executive Principal, based on proposals made by the Chair to the Resource Management Committee for its report and submission to the Board of Trustees.

4. Basic Terms of the Contracts

Such terms are the following:

a) Indefinite duration

The contracts of the members of senior management of the Academy are of indefinite duration, and financial compensation is contemplated therein in the event of termination of the contractual relationship with the Academy, provided that such termination does not occur exclusively due to the professional's decision to withdraw or because of a breach of the duties thereof.

The amount of the severance payment is established in accordance with contractual notice period and the Redundancy Policy where appropriate.

b) Applicable legal provisions

The contracts with the members of senior management of the Academy are governed by the legal provisions applicable as determined by the Academy or as legally apply from time to time.

c) Conflict of Interest

The contracts with members of senior management in all cases establish a duty not to engage with companies, services and activities that are similar in nature to those of the Trust, during the term of their relationship with the Academy.

d) Confidentiality and return of documents

A rigorous duty of confidentiality is established, which must be assumed by the professional and complied with both during the term of the contract and once the relationship has terminated, with the Academy reserving the right to bring such legal actions as may be appropriate to defend its interests. In addition, the professional must return to the Academy any documents and items relating to the professional's activity that are in the possession thereof upon termination of the relationship with the Academy, in accordance with such terms and conditions as are set forth by the Academy.