Quest Learning Trust

Senior Leadership Pay (over £100K 2025-26) – statutory reporting

Directors recognise that they are governing a publicly funded organisation and it is their responsibility to ensure that leadership pay and the leadership structure is in keeping with the Nolan principles of public life; affordable and sustainable in the long term and appropriate for the level of responsibility.

Principles for Remuneration
Trust Remuneration for senior leaders is guided by the following principles:
Transparency – senior staff should expect that salaries will be published,
Proportionality – alignment to salary levels across the whole trust; comparison within the education sector,
Performance – monitoring performance is a key component of any pay decision.

Head Teacher Pay
Pay for the Headteachers is proposed by the Chief Executive Officer and set by the Board of Directors following recommendation by the HR & Wellbeing Committee. Headteachers' pay is subject to a cap.
Remuneration comprises pay, plus pension and annual leave. No other benefits are provided.

Bonuses, Benefits and other Discretionary Payments
Quest Learning Trust does not operate a bonus scheme as standard. Additional remuneration, such as bonuses or relocation, are applied only in exceptional circumstances. All staff are enrolled in the Teachers' Pension Scheme or the Local Government Pension Scheme. There is no provision for enhanced redundancy payments.

Publication
The Board of Directors publishes all total renumeration of £100,000 and above on the Quest Learning Trust website. In the 2025/26 academic year, these were:

Pay Band	Number of employees
£100,001 - £110,000	6
£110,001 - £120,000	2
£120,001- £130,000	0
£130,001- £140,000	2
£140,001 - £150,000	1
£150,001 - £160,001	0

This publication is inclusive of the two trusts: Avonreach Academy Trust and Villages Multi Academy Trust.