

Executive Pay Statement



Authors	Mr James Birkett – CEO of the Nene Valley Partnership
Approved by Trust Board	March 2025
Date of Review	Spring 2 - 2026

Nene Valley Partnership: Executive Pay Statement March 2025

The Nene Valley Partnership believes in fair, transparent and value for money executive salary arrangements.

As a relatively small multi-academy trust, executive leaders remain active in operational leadership. This model has ensured value for money whilst ensuring that all executive functions of the Trust are fulfilled.

CEO Salary

The CEO of the Nene Valley Partnership was the former Headteacher of Wollaston School and as such, the salary is based upon the scale agreed on appointment to this role, in addition to the allowance for also being the CEO of the Nene Valley Partnership.

Remuneration for the role at Wollaston School was set by the Governors of Wollaston School on appointment and this is payable on a salary range of L33-39, currently equivalent to between £109,275 and £126,517.

Remuneration for the role of CEO of the Nene Valley Partnership is set by the Board of Trustees. This is payable as an enhancement to the salary range above and is set at a point of between 3 and 7 points above the existing Headteacher pay point. This salary enhancement currently stands at £20,603 per annum. Performance is appraised annually by the Trust Board and any pay progression awarded (an annual 1 point on the existing scale up to a maximum of an additional 7 points) is applied from January each year. The current CEO is at the top of their pay scale (as of January 2025).

CFO Salary

The CFO of the Nene Valley Partnership is also the Business Manager of Wollaston School.

Remuneration for the Business Manager at Wollaston School is set by the Governors of Wollaston School on appointment, and this is payable on a salary range of Grade M - NJC Points 42 – 47, currently equivalent to between. £51,802 - £57,078 Performance is appraised annually by the CEO and Wollaston School Governors and any pay progression awarded (an annual 1 point on the existing scale up to a maximum of Point 47) is applied from September each academic year.

Remuneration for the CFO of the Nene Valley Partnership is set by the Board of Trustees. This is payable as an enhancement to the salary range above and is set at a point of between 3 and 7 points above the existing Business Manager pay point. This salary enhancement currently stands at £11,397 per annum. Performance is appraised annually by the Trust Board and any pay progression awarded (an annual 1 point on the existing scale up to a maximum of an additional 7 points) is applied from January each year. The current CFO is at the top of their pay scale (as of January 2024).