

Executive Pay & Benefits

Equinox Learning Trust



In compliance with Clause 2.35 of the Academy Trust Handbook (2026), the following table summarises Equinox Learning Trust employees whose benefits exceed £100,000 per annum, in bands of £10,000. Benefits for this purpose include salary, employers' pension contributions, other taxable benefits and termination payments.

The employer pension contribution rate for those members of staff enrolled into the Teachers' Pension Scheme is determined by the Government and not Equinox Learning Trust. In 2025/26, the employer contribution rate was 28.68%.

The employer pension contribution rate for those members of staff enrolled into the Local Government Pension Scheme is determined by the Scheme Administrator, and not Equinox Learning Trust. In 2025/26, the employer contribution rate was 22.6%.

Banding of Combined Benefits	2023/24	2024/25	2025/26
£190,001 - £200,000			1
£150,001 - £190,000			
£140,001 - £150,000	1	2	
£130,001 - £140,000			2
£120,001 - £130,000	1		1
£110,001 - £120,000			1
£100,001 - £110,000	1	3	3

Note: Due to reorganisation and one-off costs, the total number of staff in 2025/26 who require disclosure is unusually high and will reduce in 2026/27. Those members of staff whose benefits exceed £100k per annum and therefore require disclosure include Trust Senior Management.