



## Q1 - How many academies (schools) are in your academy trust?



Answer	%
Single academy (one school)	11.84%
Between two and five academies	40.79%
Between six and 10 academies	28.95%
Between 11 and 15 academies	7.89%
Between 16 and 20 academies	5.26%
Between 21 and 30 academies	3.95%
31 academies or more	1.32%

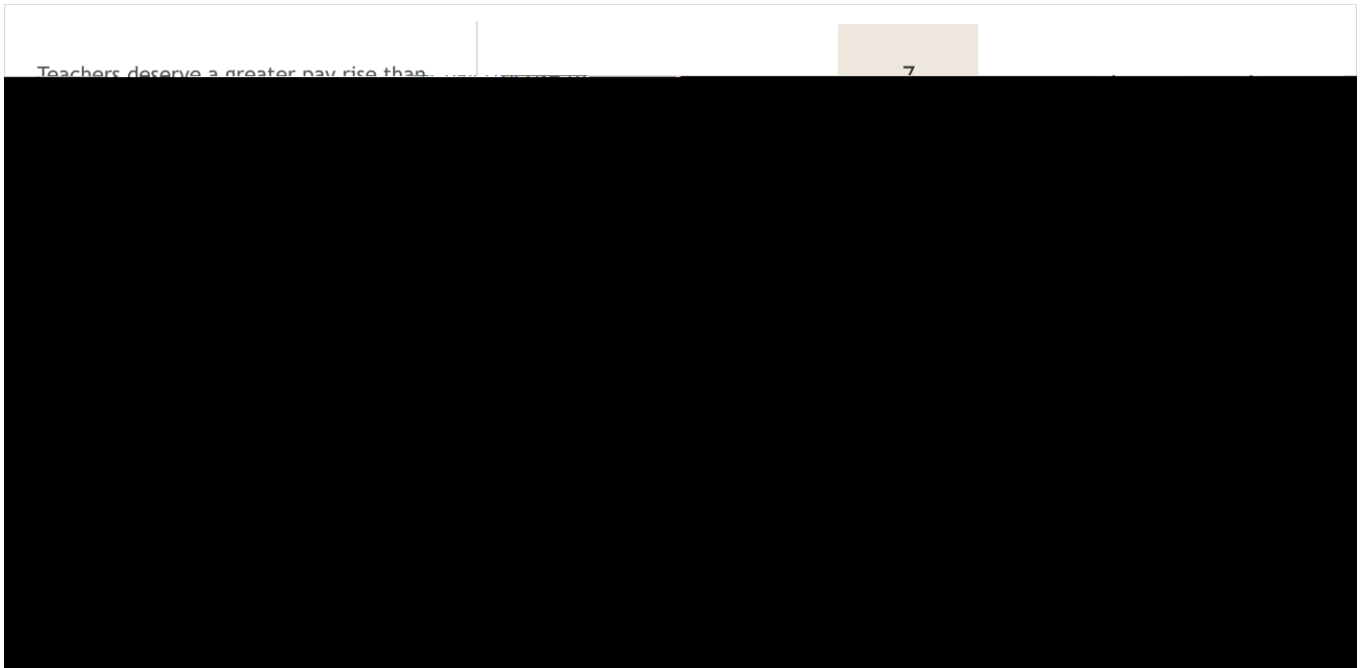
## Q2 - Where is your trust predominately based?



Answer	%
London	11.84%
South East	14.47%
South West	18.42%
Midlands	25.00%
North East	15.79%
North West	14.47%
National	0.00%

Q3 - Are you following the

Q4 - If you are giving an increase what has driven that decision? (tick all that apply)



Answer	%
Teachers deserve a greater pay rise than what has been recommended in the STPCD	5.79%
Greater ability to recruit talent competitively	24.79%
Greater ability to retain our talent	28.10%
We have the resource to pay a greater increase than the STPCD recommendation	2.48%
Other (please specify)	35.54%
Pressure from trade unions	3.31%

Select insights from additional responses:

- Our commitment at TUPE has always been to match and improve on the offer from the local authority.
- It would not be fair to not pay in line with national pay levels, while we believe that staff deserve the rise.
- We would also be concerned that our reputation would be affected, and we strive to be considered an employer of choice.
- We are committed to aligning with national pay awards for recruitment and retention reasons.
- Commitment to follow STPCD on conversion, plus moral and legal obligations with regards to staff well being
- We always follow the Pay Policy recommendation as negotiated between our local authority and trade unions.
- Teachers are struggling with the cost of living now. We don't recognise trade unions and have no collective bargaining arrangements and STPCD is not incorporated into T&Cs - but we "give consideration to national pay arrangements".
- As a Trust, we have always held the view that it should always be at least as good as other institutions to work with us. If we pay below minimum expectations, we will lose great staff and be unable to recruit talented people.



Q8 - Going forward, do you plan to continue to follow the STPCD or do you plan to create your own pay scale?

Answer