

Independent survey to inform a new national benchmark for trust executive team remuneration

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28 June 2021

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XpertHR already works with other sector bodies throughout the higher education and charity sectors to produce salary benchmark datasets and provide tools to help boards to make fair, evidence-based decisions about executive reward through its [Cendex](#) service. The executive leadership remuneration benchmarking that it will create for the school trust sector with this research will offer welcome support to school trusts and their boards.

The survey will be open from 28 June 2021 through 10 September 2021. Questions will cover the number of employees and pupils on roll within each trust, and areas such as the level and function of executive roles, current core remuneration and benefits. The data will undergo independent analysis by sector specialists. A national report will be published in early October 2021 to share the key findings of this work. A new salary benchmarking service for executive leaders in school trusts in England will be available in Cendex mid-October to support executive performance reviews undertaken this autumn.

[Emma Hughes](#), Head of HR Services at Browne Jacobson said:

*"Through our work in supporting over 30 school trusts with executive pay setting we have been delighted to support **Confederation of School Trusts** (CST), and XpertHR in preparing the sector's first formal salary survey. The survey will build a significant piece of evidence for the sector which we hope will give boards the information they need to have meaningful discussions regarding pay setting".*

CST members, and contributors to the survey, will additionally be able to access the full benchmarking data set in Cendex at a preferential rate.

We would ask for trust leaders to please encourage your HR Director, or equivalent, to respond to the survey to ensure the benchmarking data reflects a complete picture of the current landscape.

Take part

To get involved, simply email participants@xpethr.co.uk to express your interest. The team are ready to guide you through the preparation of your trust's submission and answer any questions.

Alternatively, call the XpertHR Survey Team on 020 8652 8590 during office hours for survey support.

CST is additionally hosting a webinar on 7 July to provide further information about the survey and to demonstrate how trusts should complete it. Please [contact](#) CST directly for joining instructions.



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