The Westgate School

#equippedforlife

Senior Leadership Benefits (over £100k 2025/2026) – Statutory Reporting

The Context

The Westgate School's goal is to achieve exceptional performance across the whole school. The Governing Body recognise that we are a publicly funded organisation and it is their responsibility to ensure that leadership pay and structure is affordable and sustainable and appropriate for the level of responsibility.

Principles for Renumeration

The Westgate School's renumeration for Senior Leaders is guided by the following principles:

Transparency	Senior staff should expect that their salaries will be published
Proportionality	Alignment to salary levels within the education sector
Performance	Monitoring performance levels is a key component of any pay decision

Senior Leadership Pay

The Governing Body of The Westgate School are responsible for the Head Teacher's annual review and pay progression. Progression within the pay range of this post is not automatic. Progression (if applicable) on the Head Teacher's pay scale will depend on performance in relation to agreed objectives.

Publication

The Westgate School publishes all employee benefits of £100,000 and above. In the 2025/2026 academic year these were:

£100,000 - £110,000	2 Employees
£110,001 - £120,000	
£120,001 - £130,000	1 Employee
£130,001 - £140,000	1 Employee
£140,001 - £150,000	
£150,001 - £160,000	
£160,001 - £170,000	
£170,001 - £180,000	1 Employee