



**Mercia**  
Learning Trust

## Higher Paid Staff

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## Higher Paid Staff - 31 August 2025

In compliance with the Academy Trust Handbook, the following table summarises the number of Mercia Learning Trust employees, covering each school and the central team, whose benefits exceed £100k per annum, in bandings of £10k. Benefits for this purpose include salary, employers' pension contributions, other taxable benefits and termination payments. The number of employees whose employee benefits (including and excluding employer pension costs) exceeded £100,000 for the academic year 2024/25 was:

Banding	Number of employees (excluding pension costs)	Number of employees (including pension costs)
100k +	2	6
110k +	1	2
120k +		1
130k +	1	2
140k +	1	1
150k +		
160k +	1	
170k +		1
180k +		
190k+		1
200k+		
210k+		1
Total Employees	6	15