

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2019 (cont'd)

9 STAFF COSTS**a Staff costs**

	2019	2018
	£'000	£'000
Staff costs during the year were:		
Wages and salaries	5,763	5,455
Social security costs	585	554
Pension costs	1,382	1,343
	<u>7,730</u>	<u>7,352</u>
Agency staff costs	166	211
Staff restructuring costs	10	18
	<u>7,906</u>	<u>7,581</u>

b Staff severance payments

Included in staff restructuring costs is 1 (2018 : 1) non statutory/non contractual severance payment. Individually the payments were £10,000 (2018 : £17,500). This amount is after the deduction of insurance proceeds of £7,000 (2018: £37,500) from the severance payment claim. So the gross amount of the severance payment was £17,000 (2018: £55,000) which was paid on 7 November 2019.

c Staff numbers

The average number of persons (including senior management team) employed by the academy during the year ended 31 August 2019 expressed as whole persons was as follows:

	2019	2018
	No.	No.
Charitable Activities		
Teachers	107	106
Administration and support	99	90
Management	5	5
	<u>211</u>	<u>201</u>

d Higher paid staff

The number of employees whose employee benefits (excluding employer pension costs and employer national insurance contributions) exceeded £60,000 was:

	No	No
£60,001 - £70,000	1	2
£70,001 - £80,000	1	-
£100,001 - £110,000	1	1
	<u>1</u>	<u>1</u>

e Key management personnel

The key management of the academy trust comprise the trustees and the senior management team as listed on page 3. The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) received by key management personnel for their services to the academy trust was £469,216 (2018 : £455,909).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 AUGUST 2019 (cont'd)

10 RELATED PARTY TRANSACTIONS - TRUSTEES' REMUNERATION AND EXPENSES

One or more trustees has been paid remuneration or has received other benefits from an employment with the academy trust. The principal and other staff trustees receive remuneration in respect of their services they provide undertaking the roles of principal and staff and not in respect of their services as trustees. Other trustees did not receive any payments, other than expenses, from the Academy Trust in respect of their role as trustees. The value of trustee's remuneration and other remuneration was as follows:

J Bradshaw (Principal and Accounting Officer)		
Remuneration	£110,000 - £115,000	(2018: £105,000 - £110,000)
Employers pension contributions	£15,000 - £20,000	(2018: £15,000 - £20,000)
P Quiney (staff trustee)		
Remuneration	£10,000 - £15,000	(2018: £10,000 - £15,000)
Employers pension contributions	£Nil - £5,000	(2018: £Nil - £5,000)
J Hinchliffe (staff trustee)		
Remuneration	£20,000 - £25,000	(2018: £25,000 - £30,000)
Employers pension contributions	£Nil - £5,000	(2018: £Nil - £5,000)
S Lee (staff trustee)		
Remuneration	£45,000 - £50,000	(2018: £Nil)
Employers pension contributions	£5,000 - £10,000	(2018: £Nil)
B Sullivan (staff trustee)		
Remuneration	£35,000 - £40,000	(2018: £Nil)
Employers pension contributions	£5,000 - £10,000	(2018: £Nil)

During the year ended 31 August 2019 £1,447 (2018: £902) was reimbursed to trustees in respect of travel and subsistence expenses.

Other related party transactions including trustees are set out in note 26.