

**8 Staff costs (continued)**

The number of employees whose emoluments fell within the following bands was:

	2020 Number	2019 Number
£ 60,001 - £ 70,000	9	10
£ 70,001 - £ 80,000	7	5
£ 80,001 - £ 90,000	4	2
£ 90,001 - £100,000	1	-
£100,001 - £110,000	2	3
£110,001 - £120,000	1	-
£120,001 - £130,000	1	1
£130,001 - £140,000	-	-
£140,001 - £150,000	-	1
£150,001 - £160,000	1	-
	=====	=====

23 of the above employees participated in the Teachers' Pension Scheme (2019: 21). During the year ended 31 August 2020, pension contributions for these staff amounted to £376k (2019: £237k).

**9. Central services**

The Academy Trust has provided the following central services to its Academies during the year:

- Leadership and Management;
- Financial and Legal;
- Procurement;
- Educational services; and
- others as arising.

These services are provided for within the STEP First Fund that all academies contribute to. The fund enables STEP to develop and create capacity to support academies within the Trust.

The Academy Trust charges for these services on the following basis:

- flat 8% of income of the school budget share from Schools Block, Minimum Funding Guarantee and Education Support Grant Funding.

The central charge was increased in 2019/2020 at the request of Academy Leaders as this facilitated increased central resource for Teaching and Learning specialists. With this one off investment made, the central charge will continue a downward trajectory in 2020/2021.

Academies also contribute to services purchased centrally, utilising economies of scale for the Trust, based on the size of the individual academies.

Academies that hold surpluses in excess of 7% of annual GAG funding contribute these additional surpluses to the Central Academy Trust as a contingency for use at the Trust's discretion.