

September 2025

Jasmine Norden
Via email: Jasmine.Norden@tes.com

Dear Ms Norden

FREEDOM OF INFORMATION REQUEST

Thank you for your recent Freedom of Information request sent via email and received by us on 24 July 2025.

Your request was in the form of the following questions:

Last year, [we asked every multi academy trust in the country if they paid in line with national pay scales for 2023-24](#). We are asking every trust classified as a MAT on Get Information About Schools that has at least one school. We are doing a follow up story to last year's, and would like to ask:

1. Did your trust pay in line with national teacher pay scales for 2024-25?
 - If not, what percentage above or below national pay scales were you for 2024-25?

Yes. There is a slight positive variation in leadership scales because we rounded the increase up some years ago when leaders received a slightly lower award than mainscale teachers. As that has worked through it means our leadership scales are slightly higher than national.

2. Does your trust intend to pay in line with national teacher pay scales for 2025-26?
 - If not, what percentage above or below national pay scales will you be for 2025-26?

Yes.

3. Do you offer the same maternity pay across all the trust's schools?

There is a variation for associate staff colleagues that were employed in four of our schools prior to 2021 and who have two years service, (Detail is set out in question 4) this is set out clearly in our Maternity Booklet that is available to all staff on our Intranet.

4. What is your maternity pay offer at each school in the trust?

If you have been employed for less than 26 weeks

If you have worked for Bright Futures Educational Trust for less than 26 weeks at the 15th week before your expected week of childbirth, you will not be entitled to any statutory maternity pay (SMP) but may qualify for a maternity allowance from the department for work and pensions.

If you have been employed between 26 weeks and up to one year (Payment scheme 1)

If you have worked continuously for Bright Futures Educational Trust for at least 26 weeks at the 15th week before your expected week of childbirth, but less than one year, then you may be entitled to Statutory Maternity Pay. You must have average earnings above the lower earnings limit for National Insurance contributions*.

- 6 weeks at 90% of your normal pay (incl SMP)
- 33 weeks at the lower rate of SMP (or at 90% of your normal pay if this is less)

*If we can't pay you Statutory Maternity Pay for any reason, then we will give you a form explaining why not (form SMP1 – Why I cannot pay you SMP) and you will need to try and claim Maternity Allowance from the department for work and pensions.

If you have been employed for one year or more and are planning to return to work after maternity leave (Payment scheme 2)

You must have at least one year's continuous service with Bright Futures Educational Trust, at the start of the 15th week before your expected week of childbirth. To be entitled to Statutory Maternity Pay you must have average earnings above the lower earnings limit for National Insurance contributions*.

- 8 weeks at your normal pay (incl SMP)
- 10 weeks at 50% of your normal pay, plus SMP
- 21 weeks at the lower rate of Statutory Maternity Pay (or at 90% of your normal pay if this is less)

*If we can't pay you Statutory Maternity Pay for any reason, then we will give you a form explaining why not (form SMP1 – Why I cannot pay you SMP) and you will need to try and claim Maternity Allowance from the department for work and pensions.

If you have been employed for one year or more and are planning not to return to work after maternity leave (Payment scheme 3)

You must have at least one year's continuous service with Bright Futures Educational Trust, at the start of the 15th week before your expected week of childbirth.

If you don't plan to return to work, or if you are not sure, then we will pay you as follows:

Teachers/school leaders: 4 weeks' full pay*, 2 weeks' x 90% of pay*, 12 weeks 50% of pay, plus SMP and 21 weeks SMP (Burgundy book terms)

Associate staff: 6 weeks x 90% of pay*, 12 weeks x 50% of pay plus SMP and 21 weeks SMP (Green Book NJC terms)*inclusive of SMP

If you change your mind, and do return to work for at least 13 weeks after your baby is born, the difference between what you were paid and the higher rate of maternity pay in payment scheme 2 will be paid to you after completion of the 13- week period.

Note: For associate staff employed at Stanley Grove Primary Academy, Cedar Mount Academy, Rushbrook Primary Academy or Melland High School on or before 28 February 2021, they will retain a slightly higher entitlement to maternity pay, if they have 2 years' service or more (Payment scheme 4):

- 11 weeks' x 90% pay
- 13 weeks' x 50% of pay, plus SMP
- 15 weeks' SMP

I hope that this answers your request satisfactorily.

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should e-mail admin@bright-futures.co.uk

If you are not content with the outcome of your complaint or review, you may apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted our complaints' procedure. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely

Chief Executive Officer
On behalf of Bright Futures Educational Trust