



**Education
Partnership
Trust**

Creating outstanding schools
which transform learning, lives
and communities

School Pay Policy - Teachers 2019/2020

Document Control

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1.0 INTRODUCTION

- 1.1 This policy sets out the framework for making decisions on teachers' pay. It has been developed to comply with current legislation and the requirements of the School Teachers' Pay and Conditions Document 2019 (STPCD) and has been consulted on with key stakeholders and/or recognised Trade Unions/Professional Associations.
- 1.2 In adopting this pay policy the aim is to:
- maximise the quality of teaching and learning at the school;
 - support the recruitment and retention of a high-quality teacher workforce;
 - enable the school to recognise and reward teachers appropriately for their contribution to the school;
 - help to ensure that decisions on pay are managed in a fair, just and transparent way.
- 1.3 Throughout the policy reference is made to the Pay Committee; however, it is recognised that, for some schools, this function may be carried out by another committee of the Governing Body.

2.0 SCOPE

- 2.1 This policy applies to the Head teacher and to all qualified Teachers employed by the Education Partnership Trust, except those on contracts of less than one term and those undergoing induction (i.e. NQTs) or Teachers in capability procedures

3.0 PRINCIPLES GOVERNING APPLICATION OF THE POLICY

- 3.1 The Governing Body will exercise its discretionary powers using fair, transparent and objective criteria in order to secure consistency and fairness in pay decisions and to comply with the school's commitment to equal opportunities.
- 3.2 The Governing Body recognises that it is bound by the terms of the STPCD; the National Conditions of Service for School Teachers in England and Wales ('the Burgundy Book'); and relevant local collective agreements on conditions of service.

The Governing Body will also ensure compliance with the following legislation:

- The Employment Relations Act 1999;
 - The Equality Act 2010;
 - Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000;
 - Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002.
- 3.3 The Governing Body will, at all times, pay due regard to the terms of statutory guidance and other advice and guidance issued by the Trust.
- 3.4 The Governing Body will, where required to do so, pay due regard to the outcomes of performance management under the Teachers' Appraisal Policy.

- 3.5 The school staffing structure, setting out the number of teaching posts, allocation of responsibilities to each post and any Teaching and Learning Responsibility Payment (TLR) attached to each post should be available from the Headteacher on request.

4.0 RESPONSIBILITY FOR APPLICATION OF THE POLICY

- 4.1 The Governing Body should delegate responsibility in relation to this policy to a committee (referred to in this policy as “the Pay Committee”). The Pay Committee shall be responsible for the establishment and review of the policy, subject to the approval of the full Governing Body, and shall have full authority to take decisions on behalf of the Governing Body on pay matters in accordance with the policy.
- 4.2 The Pay Committee will comprise of at least three governors. Any governor with an interest in the pay proceedings should declare an interest and not take part in discussions or sit on the committee.

Establishment of the Policy

The Pay Committee is responsible for:

- establishing the policy, in consultation with the Headteacher, employees and trade union representatives, and submitting it to the Governing Body for approval;
- considering an annual report, including statistical information, on decisions taken in accordance with the terms of the policy.

The Governing Body is responsible for:

- formal approval of a policy that sets out the basis on which it determines teachers’ pay and the date by which it will determine the teachers’ annual pay review; and
- establishing separate procedures for addressing teachers’ grievances in relation to their pay;
- ensure that appraisers/pay committee and appeal members are appropriately trained and have the adequate skills/knowledge.

Application of the Policy

The Headteacher is responsible for:

- developing clear arrangements for linking appraisal to pay progression and consulting with employees and their trade union representatives on the appraisal and pay policies;
- ensuring that effective appraisal arrangements are in place and that any appraisers have the knowledge and skills to apply procedures fairly,
- ensuring that pay recommendations for the Deputy and Assistant Headteacher(s), classroom teachers and support staff are made and submitted to the Pay Committee in accordance with the terms of the policy;
- advising and quality assuring the pay recommendation;

Teachers’ obligations are to:

- engage with appraisal; this includes working with their appraiser to ensure that there is a secure evidence base in order for an annual pay determination to be made;
- keep records of their objectives and review them throughout the appraisal process; • share any evidence they consider relevant with their appraiser;
- ensure they have an annual review of their performance.

The Pay Committee is responsible for:

- taking decisions regarding the pay of the Deputy and Assistant Headteacher(s) and classroom teachers following consideration of the recommendations of pay reviewers and the advice of the Headteacher;
- taking decisions regarding the pay of the Headteacher following consideration of the recommendations of the governors responsible for the Headteacher’s performance review;
- submitting reports of these decisions to the Governing Body;
- ensuring that the Headteacher is informed of the outcome of the decision of the Pay Committee and of the right of appeal.
- ensuring that employees are informed of the outcome of decisions of the Pay Committee and of the right of appeal.

The Appeals Committee of the Governing Body is responsible for:

- taking decisions on appeals with regard to the decisions of the Pay Committee in accordance with the terms of the appeals procedure within the policy.

5.0 PAY REVIEWS

- 5.1 In line with the Teachers' Appraisal Policy, the Governing Body will ensure that each teacher’s performance is reviewed annually, with effect from 1 September and no later than 31 October each year or, in the case of the Headteacher, 31 December each year.
- 5.2 All teachers will be provided with a written statement setting out their salary and any other financial benefits to which they are entitled, as soon as practicable after the 31st October.
- 5.3 The Headteacher will ensure that each employee is provided with a job description in accordance with the staffing structure agreed by the Governing Body. Job descriptions may be reviewed, in consultation with the employee(s) concerned, in order to make reasonable changes in light of the changing needs of the school. Job descriptions will identify key areas of responsibility. All job descriptions will be reviewed annually as part of the appraisal process.
- 5.4 Pay reviews may take place at other times of the year to reflect any changes in circumstances or job description that lead to a change in the basis for calculating an individual’s pay. A written statement will be given after any review and, where applicable, will give information about the basis on which it was made.
- 5.5 Where a pay determination leads, or may lead, to the start of a period of safeguarding, the Governing Body will give the required notification as soon as possible and no later than one month after the date of the determination.

The Governing Body will take all decisions in respect of payments in accordance with the statutory provisions of the STPCD.

6.0 LEADERSHIP

- 6.1 The Governing Body must determine a pay range for Headteachers, Deputy Headteachers and/or Assistant Headteachers.
- 6.2 Determinations of leadership pay under this policy should only be applied to individuals appointed to a leadership post, or whose responsibilities have significantly changed.
- 6.3 There is no automatic requirement to review the pay of existing leadership teachers on implementation of the new framework. However, where a leadership post vacancy arises, or in the case of significant change to responsibilities, the Governing Body should use the new provisions to determine the pay range for the post and consider whether it is appropriate to re-assess the pay of others in the team.
- 6.4 When determining an individual pay range, the Governing Body must take into account all of the permanent responsibilities of the role, any challenges that are specific to the role, and all other relevant considerations.
- 6.5 The Governing Body must also ensure that there is appropriate scope within the range to allow for performance related progress over time.
- 6.6 Governing Bodies will be entitled to determine appropriate pay differentials between leadership posts and with classroom teacher posts, reflecting relative responsibilities within the school.

Headteachers

- 6.7 The Governing Body must assign its school to a Headteacher Group in accordance with the number of pupils on the school register, and the number of pupils at each key stage.
- 6.8 Pay ranges for Headteachers will cover a range of seven consecutive points on the Leadership Pay Range and should not normally exceed the maximum for the Headteacher group. However, the Headteacher's pay range may exceed the maximum where the relevant body determines that circumstances specific to the role or candidate warrant a higher than normal payment.
- 6.9 The Governing Body must ensure the maximum of the Headteachers' pay range and any additional payments made does not exceed the maximum of the Headteacher group by more than 25% other than in exceptional circumstances; in such cases, the Governing Body must seek external independent advice before providing such agreement and support its decision with a business case.

Please see **Appendix 1** for the full Leadership pay range.

Pay on Appointment

- 6.10 The Governing Body will determine the pay range to be advertised and agree starting salary on appointment, taking account of the full role of the Headteacher.

Determination of Discretionary Payments to Headteachers

- 6.11 Subject to the STPCD, the Governing Body may determine that additional payments be made to a Headteacher for clearly additional temporary responsibilities or duties that are in addition to the post for which their salary has been determined.
- 6.12 The Pay Committee must seek professional and appropriate external independent advice prior to making any decision in respect of additional temporary payments to the Headteacher if the value is over 25% of the Headteacher's salary, and the total sum of salary and other payments made to a Headteacher must not exceed 25% above the maximum of the Headteacher group. It will also consider the salary and workload of other teachers where such payments are made for responsibilities undertaken by the Headteacher in respect of other schools.

Deputy/Assistant Headteachers

Pay on Appointment

- 6.13 The Governing Body will, when a new appointment needs to be made, determine the pay range to be advertised and agree pay on appointment as follows:
- the Governing Body will determine a pay range in accordance with the STPCD, taking account of the role of the Deputy/Assistant Headteacher;
 - Pay ranges for Deputy/Assistant Headteachers will cover a range of five consecutive points on the Leadership Pay Range;
 - The maximum of the Deputy or Assistant Headteacher pay range must not exceed the maximum of the Headteacher Group for the school. The pay range for a Deputy or Assistant Headteacher should only overlap the Headteacher's Pay Range in exceptional circumstances.

Please see **Appendix 1** for the full Leadership pay range.

Pay Progression based on Performance

- 6.14 The Governing Body must consider annually whether or not to increase the salary of members of the Leadership Group (Headteachers, Deputy Headteachers and Assistant Headteachers) who have completed a year of employment since the previous pay determination and, if so, to what salary within the relevant pay range.
- The decision whether or not to award pay progression must be related to an individual's performance, as assessed through the school's appraisal arrangements.
 - A recommendation on pay must be made in writing as part of the individual's appraisal report, and the Pay Committee must have regard to this recommendation.
 - Where it is clear from the evidence that the teacher's performance is exceptional, the Pay Committee may award enhanced pay progression of a performance point.

Acting Allowances

- 6.15 Where classroom teachers agree to act as Headteacher, Deputy Headteacher or Assistant Headteacher for a period in excess of four weeks, they will receive additional allowances. They will be paid at an appropriate point of the Headteacher's range, Deputy Headteacher's range or Assistant Headteacher's range, as determined by the Pay Committee.

- 6.16 Payment of acting allowances will be backdated to the day the teachers assumed those duties.
- 6.17 In the event of a planned and prolonged absence, an acting allowance will be agreed in advance and paid from the first day of absence.

7.0 TEACHERS

Pay on Appointment

- 7.1 On appointment the Governing Body will determine the starting salary within the pay range to be offered to the successful candidate.
- 7.2 In making such determinations, the Governing Body may take into account a range of factors, including:
- the nature of the post;
 - the level of qualifications, skills and experience required;
 - the wider school context;
 - the DfE guidance on equalities.
- 7.3 The Governing Body will consider the current pay point of teachers within the scale when appointing teachers to vacancies and will match their current salary.

Please see **Appendix 1** for the pay scale for main pay range teachers.

8.0 PAY PROGRESSION BASED ON PERFORMANCE

- 8.1 All teachers can expect to receive regular, constructive feedback on their performance and are subject to annual appraisal that recognises their strengths, informs plans for their future development and helps to enhance their professional practice. The arrangements for teacher appraisal are set out in the Teachers' Appraisal Policy.
- 8.2 Decisions regarding pay progression will be made with reference to the teachers' appraisal reports and the pay recommendations they contain. In the case of NQTs, whose appraisal arrangements are different, pay decisions will be made by means of the statutory induction process. It will be possible for a "no progression" determination to be made without recourse to the capability procedure.
- 8.3 To move up the main pay range, one annual point at a time, teachers will need to have made good progress towards their objectives.
- 8.4 If the evidence shows that a teacher has exceptional performance, the governing body will consider the use of its flexibilities to award enhanced pay progression, up to the maximum of two points.
- 8.5 Teachers' appraisal reports will contain pay recommendations. Final decisions about whether or not to accept a pay recommendation will be made by the Pay Committee, having regard to the appraisal report and taking into account advice from the Headteacher. The Governing Body will ensure that appropriate funding is allocated for pay progression at all levels.

9.0 UNQUALIFIED TEACHERS

Pay on Appointment

- 9.1 The Pay Committee will pay any unqualified teacher in accordance with the STPCD. The Pay Committee will determine where a newly appointed unqualified teacher will enter the scale, having regard to any qualifications or experience s/he may have, which they consider to be of value. The Pay Committee will consider whether it wishes to pay an additional allowance.
- 9.2 In order to progress up the unqualified teacher range, unqualified teachers will need to show that they have made good progress towards their objectives.
- 9.3 If the evidence shows that a teacher has exceptional performance, the Governing Body may award enhanced pay progression of a performance point.

Please see **Appendix 1** for the pay scale for unqualified teachers.

10.0 TEACHING AND LEARNING RESPONSIBILITY PAYMENT (TLRs)

- 10.1 The Governing Body will allocate TLR payments to classroom teachers who occupy posts of additional responsibility in accordance with the statutory provisions of the STPCD and the provisions of the school's staffing structure. The school's staffing structure will identify those posts to which TLR payments are attached and the levels and values of those payments. Unqualified teachers may not be awarded TLRs.
- 10.2 The Governing Body will determine the levels and values of the TLR payments attached to individual posts, as appropriate to the defined and sustained additional duties and responsibilities of those posts, using the statutory framework within the STPCD, for the purposes of ensuring the continued delivery of high quality teaching and learning.
- 10.3 These values will be increased as required by the STPCD or, where any discretion is permitted to governing bodies, at least by the level of any increases in the value of the Main and Upper Pay Scales.
- 10.4 The Governing Body may award a TLR3 for clearly time-limited school improvement projects, or one-off externally driven responsibilities. The Governing Body will set out in writing to the teacher the duration of the fixed term, and the amount of the award. No safeguarding will apply in relation to an award of a TLR3. Although a teacher cannot hold a TLR1 and a TLR2 concurrently, a teacher in receipt of either TLR1 or TLR2 may also hold a concurrent temporary TLR3. Where a TLR3 is awarded to a part-time teacher, the value should not be amended to reflect the part time hours of the individual.
- 10.5 The Governing Body will ensure that decisions on the allocation of TLR payments, as with other allowances, are made in the context of the Governing Body's whole school approach to pay policy principles of equal pay.

Please see **Appendix 1** for details of the TLR Payment Scales.

11.0 SPECIAL EDUCATION NEEDS

- 11.1 The Governing Body will allocate an SEN allowance in accordance with the STPCD to all teachers who satisfy the statutory criteria and the teacher's written notification should specify the amount, and the reason for the award. Should the amount or eligibility change under the STPCD then any allowances will be paid in accordance with those changes.
- 11.2 When deciding on the amount of the allowance to be paid, the Governing Body will take into account the structure of the school's SEN provision, whether any mandatory qualifications are required for the post, the qualifications or expertise of the teacher relevant to the post; and the relative demands of the post.
- 11.3 The Governing Body will also establish differential values in relation to SEN roles in the school in order to reflect significant differences in the nature and challenge of the work entailed so that the different payment levels can be objectively justified. The Governing Body will take account of the STPCD guidance.

Please see **Appendix 1** for details of SEN Allowances.

12.0 MOVEMENT TO THE UPPER RANGE

Application and Evidence

- 12.1 Any qualified teacher may apply to be paid on the upper pay range and any such application must be assessed in line with this policy. It is the responsibility of the teacher to decide whether or not they wish to apply to be paid on the upper pay range. One application may be made annually.
- 12.2 If a teacher is simultaneously employed at another school(s), they may submit separate applications if they wish to apply to be paid on the upper range in that school or schools. This school will not be bound by any pay decision made by another school.
- 12.3 All applications should include the results of reviews or appraisals under the 2012 regulations, including any recommendation on pay (or, where that information is not applicable or available, a statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria).
- 12.4 In order for the assessment to be robust and transparent, it will be an evidence based process only. Teachers therefore should ensure that they can support their application. Those teachers who are not subject to the Appraisal Regulations 2012, or who have been absent, through sickness, disability or maternity, may cite written evidence for up to a 3 year period before the date of application in support of their application.

Process

- 12.5 The process for applications is as follows:
1. Complete the schools' application form
 2. Submit the application form and supporting evidence to the Headteacher by the cut-off date of 31st October.

3. The teacher will receive notification of the name of the assessor of their application within 5 working days.
4. The assessor will assess the application, which will include a recommendation to the Pay Committee of the relevant body
5. The application, evidence and recommendation will be passed to the Headteacher for moderation purposes, if the Headteacher is not the assessor.
6. The Pay Committee will make the final decision, advised by the Headteacher.
7. Teachers will receive written notification of the outcome of their application by 31 December, including confirmation of the right of appeal. Where the application is unsuccessful, the written notification will include the areas where it was felt that the teacher's performance did not satisfy the relevant criteria set out in this policy (see 'The Threshold Assessment' below).
8. If requested, oral feedback which will be provided by the assessor. Oral feedback will be given within 10 school working days of the date of notification of the outcome of the application. Feedback will be given in a positive and encouraging environment and will include advice and support on areas for improvement in order to meet the relevant criteria.
9. Successful applicants will move to the minimum of the Upper Pay Range on 1 September of the academic year in which the 31 October deadline lies.
10. Unsuccessful applicants can appeal the decision.

The Threshold Assessment

12.6 An application from a qualified teacher will be successful where the Governing Body is satisfied that:

- the teacher is highly competent in all elements of the relevant standards; and
- the teacher's achievements and contributions to an educational setting(s) are substantial and sustained.

12.7 For the purposes of this pay policy:

- "highly competent" means - performance which is not only good but also good enough to provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice and how to make a wider contribution to the work of the school, in order to support them as they aim to meet the relevant standards and develop their teaching practice.
- "substantial" means - of real importance, validity or value to the school; play a critical role in the life of the school; provide a role model for teaching and learning; make a distinctive contribution to the raising of pupil standards; take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning; and
- "sustained" means - maintained over a long period i.e. two consecutive successful appraisal cycles.

13.0 MOVEMENT THROUGH THE UPPER PAY RANGE (UPR)

The pay scale for Upper Pay Range is outlined in **Appendix 1**.

13.1 The Pay Committee will determine whether there should be any movement on the Upper Pay Range, in accordance with the STPCD (All teachers are entitled to an annual pay review). In making such a determination, it will take into account:

- the evidence base, which should show that the teacher has had a successful appraisal and has made good progress towards objectives;

- evidence that the teacher has maintained the criteria set out in the STPCD, namely that the teacher is highly competent in all elements of the relevant standards; and that the teacher's achievements and contribution to the school are substantial and sustained;
- pay progression on the Upper Pay Range will be clearly attributable to the performance of the individual teacher. The Pay Committee will be able to objectively justify its decisions.

13.2 Where it is clear that the evidence shows the teacher has made good progress, i.e. they continue to maintain the criteria set out above, and have made good progress towards their objectives, the teacher will move to the next point on the Upper Pay Range; or if already on the mid-point, will move to the top of the Upper Pay Range.

13.3 Where it is clear from the evidence that the teacher's performance is exceptional, in relation to the criteria set out above (see 'Applications to be Paid on the Upper Pay Range'), and where the teacher has met their objectives, the Pay Committee will use its flexibility to decide on enhanced progression from the minimum to the maximum of UPR.

14.0 LEADING PRACTITIONER

14.1 The Governing Body will take account of the STPCD when determining the role of leading practitioner in this school. Additional duties will be set out in the job description of the leading practitioner and will include:

- a leadership role in developing, implementing and evaluating policies and practices in the school that contribute to school improvement;
- the improvement of teaching schools within school [and within the wider school community] which impact significantly on pupil progress;
- improving the effectiveness of staff and colleagues.

Pay on Appointment

14.2 The Leading Practitioner Pay Range is only applicable to qualified teachers who are employed in posts that the school has determined have the primary purpose of modelling and leading improvements of teaching skills.

14.3 On appointment the Governing Body will determine the starting salary for each leading practitioner post within the pay range to be offered to the successful candidate.

14.4 The individual pay range for each post will cover a range of 3 consecutive points and need to be determined within the minimum and maximum of the overall range which corresponds to the first 18 points of the leadership group pay spine.

14.5 The individual post ranges should be determined separately for each post and need not be identical, in line with the overall range detailed below.

14.6 The Headteacher will agree appraisal objectives for the leading practitioner.

14.7 The Pay Committee shall have regard to the results of the leading practitioner's appraisal, including the pay recommendation, when exercising any discretion in relation to their pay.

- 14.8 The Pay Committee will take account of other evidence. The evidence should show the leading practitioner:
- has made good progress towards their objectives;
 - is an exemplar of teaching skills, which should impact significantly on pupil progress, within school and within the wider school community, if relevant;
 - has made a substantial impact on the effectiveness of staff and colleagues, including any specific elements of practice that have been highlighted as in need of improvement;
 - is highly competent in all aspects of the Teachers' Standards;
 - has shown strong leadership in developing, implementing and evaluating policies and practice in their workplace that contribute to school improvement.
- 14.9 The Pay Committee will determine pay progression such that the amount is clearly attributable to the performance of the leading practitioner. The Pay Committee will be able to objectively justify its decision.
- 14.10 Where it is clear from the evidence that the teacher's performance is exceptional, the Pay Committee will award enhanced pay progression of a performance point.

The Pay Committee will be advised by the Headteacher in making all such decisions.

The overall pay range for Leading Practitioners is detailed in **Appendix 1**

15.0 APPEALS AGAINST PAY DECISIONS

- 15.1 Appeals against decisions made by the Pay or other nominated Committee will be referred to the Governing Body's Appeals Committee for resolution under the terms of the appeals procedure.
- 15.2 In the case where the appraiser's pay recommendation is not upheld by the pay committee, before the decision is ratified, a teacher will have the opportunity to make representations to the pay committee as below.
- 15.3 Teachers may appeal against any determinations in relation to their pay or any other decision taken by the Governing Body that affects their pay. The grounds for appeal are that the person or committee by whom the decision was made:
- incorrectly applied any provision of the STPCD;
 - failed to have proper regard for statutory guidance;
 - failed to take proper account of relevant evidence;
 - took account of irrelevant or inaccurate evidence;
 - was biased; or
 - otherwise unlawfully discriminated against the teacher.
- 15.4 The order of review and appeal process is as follows.

Teacher Representations to Pay Committee

1. The teacher receives written confirmation of the pay determination made by the Pay Committee of the Governing Body and where applicable the basis on which the decision was made.
2. The teacher should set down their representations in writing, setting out the grounds for questioning the pay decision, which must relate to the grounds as above, and send it to the person, or committee, who made the determination. This must be within 10 working days of the notification of the pay decision, or of the outcome of the discussion referred to in point 1 above.
3. The committee or person who made the determination should arrange a hearing within 10 working days of receipt of the written grounds for questioning the pay decision.
4. The teacher should be given the opportunity to make representations in person and be afforded the right of being accompanied at that hearing by a Trade Union representative or work colleague.
5. Following the hearing the teacher should be informed in writing of the hearing's decision and the right to appeal.

Pay Appeal

6. Any appeal against the decision of the hearing should be heard by a panel of three governors who were not involved in the original determination, normally within 20 working days of the written appeal notification. The decision of the appeal panel is final.
7. The teacher should be given the opportunity to make representations in person and be afforded the right of being accompanied at the hearing by a Trade Union representative or work colleague

16.0 PART-TIME TEACHERS

- 16.1 Teachers employed on an ongoing basis at the school but who work less than a full working week are deemed to be part-time. The Governing Body will give them a written statement detailing their working time obligations and the standard mechanism used to determine their pay, subject to the provisions of the statutory pay and working time arrangements and by comparison with the school's timetabled teaching week for a full-time teacher in an equivalent post.

17.0 SHORT NOTICE/SUPPLY TEACHERS

- 17.1 Teachers employed on a day-to-day or other short notice basis will be paid on a daily basis calculated on the assumption that a full working year consist of 195 days; periods of employment for less than a day being calculated pro-rata.
- 17.2 All teachers are paid in accordance with the statutory provisions of the STPCD as updated from time to time.

18.0 RECRUITMENT AND RETENTION INCENTIVE BENEFITS

- 18.1 The Governing Body can award lump sum payments, periodic payments, or provide other financial assistance, support or benefits for a recruitment or retention incentive.
- 18.2 The Pay Committee will consider exercising its powers where they consider it is appropriate to do so in order to recruit or retain relevant employees. It will make clear at the outset, in writing, the expected duration of any such incentive or benefit, and the review date after which they may be withdrawn.

- 18.3 The Governing Body will, nevertheless, conduct an annual formal review of all such awards.
- 18.4 Headteachers, Deputy Headteachers and Assistant Headteachers may not be awarded payments other than as reimbursement of reasonably incurred housing or relocation costs. All other recruitment and retention considerations in relation to a Headteacher, Deputy Headteacher or Assistant Headteacher, including non-monetary benefits, must be taken into account when determining the pay range.
- 18.5 Where the relevant body pays a recruitment or retention incentive or benefit awarded to a Headteacher, Deputy Headteacher or Assistant Headteacher under a previous STPCD, subject to review, it may continue to make that payment at its existing value until such time as the respective pay range is determined under this Document.

19.0 POLICY REVIEW

- 19.1 The Pay Committee will monitor the outcomes and impact of this policy annually including trends in progression across specific groups of teachers to assess its effect and the school's continued compliance with equalities legislation, by seeking and considering a written report from the Headteacher on decisions taken in accordance with the policy, in order to ensure that pay decisions have been taken objectively and fairly.
- 19.2 The Pay Committee will ensure that a copy of the current school's staffing structure is attached to this policy.
- 19.3 The Pay Committee will review the policy annually, in consultation with the Headteacher, staff and trade union representatives; and submit it to the governing body for approval.

School Teachers' Pay 2019-20:

Appendix 1

CLASSROOM TEACHERS

Spine point	1 Sept 2018 to 31 Aug 2019	1 Sept 2019 to 31 Aug 2020
Main Pay Range		
Min M1	£23,720	£24,373
M2	£25,594	£26,298
M3	£27,652	£28,413
M4	£29,780	£30,599
M5	£32,126	£33,010
Max M6	£35,008	£35,971
Upper Pay Range		
Min U1	£36,646	£37,654
U2	£38,004	£39,050
Max U3	£39,406	£40,490

Teaching and Learning Responsibilities (TLRs)

Payment 1 (TLR1)	1 Sept 2018 to 31 Aug 2019	1 Sept 2019 to 31 Aug 2020

Min Max	£7,853 £13,288	£8,069 £13,654
Payment 2 (TLR2)	1 Sept 2018 to 31 Aug 2019	1 Sept 2019 to 31 Aug 2020
Min Max	£2,721 £6,646	£2,796 £6,829
Payment 3 (TLR) (Fixed Term)	1 Sept 2018 to 31 Aug 2019	1 Sept 2019 to 31 Aug 2020
Min Max	£540 £2,683	£555 £2,757

Special Educational Needs Allowances

	1 Sept 2018 to 31 Aug 2019	1 Sept 2019 to 31 Aug 2020
SEN (Min) SEN (Max)	£2,149 £4,242	£2,209 £4,359

Lead Practitioners

Spine Point	1 Sept 2018 to 31 Aug 2019	1 Sept 2019 to 31 Aug 2020
Min 1	£40,162	£41,267
2	£41,168	£42,301
3	£42,196	£43,357
4	£43,246	£44,436
5	£44,324	£45,543
6	£45,435	£46,685
7	£46,658	£47,942
Spine Point	1 Sept 2018 to 31 Aug 2019	1 Sept 2019 to 31 Aug 2020

8	£47,735	£49,048
9	£48,927	£50,273
10	£50,183	£51,564
11	£51,486	£52,902
12	£52,672	£54,121
13	£53,989	£55,474
14	£55,335	£56,857
15	£56,712	£58,272
16	£58,219	£59,821
17	£59,557	£61,195
Max 18	£61,055	£62,735

Unqualified Teachers

Scale point	1 Sept 2018 to 31 Aug 2019	1 Sept 2019 to 31 Aug 2020
Min 1	£17,208	£17,682
2	£19,210	£19,739
3	£21,210	£21,794
4	£23,212	£23,851
5	£25,215	£25,909
Max 6	£27,216	£27,965

Leadership Group

Spine point	1 Sept 2018 to 31 Aug 2019	1 Sept 2019 to 31 Aug 2020
L1	£39,965	£41,065
L2	£40,966	£42,093
L3	£41,989	£43,144
L4	£43,034	£44,218
L5	£44,106	£45,319
L6	£45,213	£46,457
L7	£46,430	£47,707
L8	£47,501	£48,808
L9	£48,687	£50,026
L10	£49,937	£51,311
L11	£51,234	£52,643
L12	£52,414	£53,856
L13	£53,724	£55,202
L14	£55,064	£56,579
L15	£56,434	£57,986
L16	£57,934	£59,528
L17	£59,265	£60,895
L18	£60,755	£62,426
L19	£62,262	£63,975
L20	£63,806	£65,561

Spine point	1 Sept 2018 to 31 Aug 2019	1 Sept 2019 to 31 Aug 2020
L21	£65,384	£67,183
L22	£67,008	£68,851
L23	£68,667	£70,556
L24	£70,370	£72,306
L25	£72,119	£74,103
L26	£73,903	£75,936
L27	£75,735	£77,818
L28	£77,613	£79,748
L29	£79,535	£81,723
L30	£81,515	£83,757
L31	£83,528	£85,826
L32	£85,605	£87,960
L33	£87,732	£90,145
L34	£89,900	£92,373
L35	£92,135	£94,669
L36	£94,416	£97,013
L37	£96,763	£99,424
L38	£99,158	£101,885
L39	£101,574	£104,368
L40	£104,109	£106,972
L41	£106,709	£109,644

Spine point	1 Sept 2018 to 31 Aug 2019	1 Sept 2019 to 31 Aug 2020
L42	£109,383	£112,392
L43	£111,007	£114,060

Ranges for Headteachers

Group	Range of spine points	Salary range (1 Sept 2018 to 31 Aug 2019)	Salary range (1 Sept 2019 to 31 Aug 2020)
1	L6 – L18	£45,213 - £60,153	£46,457 - £61,808
2	L8 – L21	£47,501 - £64,736	£48,808 - £66,517
3	L11 – L24	£51,234 - £69,673	£52,643 - £71,590
4	L14 – L27	£55,064 - £74,985	£56,579 - £77,048
5	L18 – L31	£60,755 - £82,701	£62,426 - £84,976
6	L21 – L35	£65,384 - £91,223	£67,183 - £93,732
7	L24 – L39	£70,370 - £100,568	£72,306 - £103,334
8	L28 – L43	£77,613 - £111,007	£79,748 - £114,060



Appendix 2 Teachers' Pay Policy – Process Flowchart

