

## Pay Policy

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# Model Pay Policy

The Governing Body/Trust Board of Ravenswood School (from here 'the School') adopted this policy on 1<sup>st</sup> October 2025.

## TEACHERS

### 1. INTRODUCTION

This policy sets out the framework for making decisions on teachers' pay. It complies with current legislation and the requirements of the School Teachers' Pay and Conditions Document (STPCD) and the Conditions of Service for School Teachers (the Burgundy Book) and consultation has taken place with staff and/or recognised trade unions. Where an employee has TUPE transferred into the School/Trust the terms on which they transferred will continue to apply.

A copy of this policy including the appeals procedure will be available to all employees at the School/Trust. Employees will be made aware of any substantive revisions to the pay policy that have been made following consultation at the first opportunity.

The Policy will be reviewed annually and updated in line with the statutory provisions of the STPCD.

**The text in bold reflects provisions under the STPCD that are statutory requirements for LA maintained schools. (They include statutory requirements that apply once the School has exercised a discretion under the STPCD).**

*Text in italics indicate that this is a suggestion as to how a discretion under the STPCD might be exercised.*

This pay policy aims 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/Trust to recognise and reward teachers appropriately*
- *help to ensure that decisions on pay are managed in a fair, just and transparent way*

### 2. RESPONSIBILITIES

#### Responsibilities of the Governing Body

- to act in accordance with the principles of public life: objectivity, openness (where this does not conflict with a requirement to maintain confidentiality) and accountability; with integrity and, where necessary, confidentiality
- to comply with the relevant legislation / regulations including equalities legislation
- to consider and adopt a model Pay Policy
- to ensure that pay decisions can be objectively justified and are evidence based
- to set the appropriate level of pay for leadership roles
- to approve salaries and pay decisions in line with the Pay Policy
- to monitor the outcomes of pay decisions.

Pay decisions at this School are made on behalf of the School by *the Pay Committee of the Governing Body following consideration of recommendations from the headteacher with appeals being heard by a separate 'panel' of governors (see below for details of the appeals process)*. Please see the Terms of Reference of the Pay Committee for rules regarding membership and withdrawal from meetings and the specific duties of the Committee.

The role of the Headteacher is to make recommendations to the *Pay Committee*.

**Responsibilities of the headteacher:**

- to consult on behalf of the Governing Body with staff and where applicable, with trade unions on the Pay Policy and any subsequent changes to them
- to submit the Policy and any changes to them to the Governing Body for approval
- to ensure that the arrangements set out in the Policy are in place and are being applied effectively and fairly
- to submit pay recommendations to the Pay Committee of the Governing Body together with sufficient information / advice to enable a decision to be made
- to ensure that employees are informed of pay decisions and given any necessary feedback
- to ensure that this Policy is shared with staff
- to ensure that pay records are kept to provide an audit trail and a proper evidence base
- to provide relevant, accurate and factual data to allow the Governing Body to make objective and evidenced based decisions

**Responsibilities of Teachers:**

- to comply with the Pay Policy
- to ensure they understand the pay arrangements in the School

**3. PAY AWARDS / PAY 'UPLIFT'**

All teachers are paid in accordance with the statutory provisions of the Document as updated from time to time. Pay awards (pay 'uplift') will apply to all points on all ranges / all salaries and all allowances but not to safeguarded sums. Pay uplifts are separate from pay progression.

Pay awards (pay 'uplifts') will be applied as set out below.

From September 2025:

- **a 4% increase will be applied to the minimum of the unqualified teachers' pay range, the main pay range, the upper pay range, the leading practitioners' pay range, the three TLR ranges and the SEN range, the leadership pay range and to the headteacher if they are on the minimum of their head teacher group pay range**
- *all teachers will have a 4% increase applied to their salary and all teachers on the unqualified teachers' pay range, the main pay range, the upper pay range, the leading practitioners' pay range and the leadership pay range who are being paid above the minimum of any of these ranges will be paid in accordance with the applicable points set out in Appendix C of this Policy;*
- *a 4% increase will be applied to all TLRs and SEN allowances above the minimum of the TLR and SEN ranges and to any unqualified teachers' allowances, acting allowances, additional payments, recruitment and retention incentives and benefits and temporary payments.*



**Note: all the pay ranges including the advisory points on the main and upper pay ranges and the reference points on the unqualified teacher and leadership ranges are set out in Appendix C of this Policy.**

#### **4.0 PAY CONSIDERATIONS FOR ALL TEACHERS**

**The Governing Body will ensure that each teacher's salary is considered annually, with effect from 1 September and no later than 30<sup>th</sup> November each year, and that all teachers are given a written statement setting out their salary and any other financial benefits to which they are entitled by 30<sup>th</sup> November.**

As part of this consideration, all eligible teachers will progress if they met the criteria set out in paragraph 5.5.

The statement will say where the School's Pay Policy is located and include any safeguarded sums to which the teacher is entitled, any fixed term pay arrangements which apply. The School will notify teachers of the outcome of pay decisions as soon as possible and no later than a month after the pay decision has been made. If teachers require any additional information they should approach their appraiser in the first instance. Pay increases will be backdated to 1 September.

Any instruction to increase pay will be issued as soon as the appeal deadline has passed or, if an appeal is lodged, as soon as the result of the appeal is known. *See Appendix A for the Procedure for Handling Appeals.*

Considerations of salary/pay may take place at other times of the year to reflect any changes in circumstances or role that lead to a change in the basis for calculating an individual's pay. A written statement will be given after any consideration which leads to a change in pay and where applicable will give information about the basis on which the change was made.

The Pay Committee will consider its approach in the light of the school's budget and ensure that appropriate funding is allocated for pay progression at all levels.

**Where a pay determination leads or may lead to the start of a period of safeguarding in accordance with STPCD requirements, the Pay Committee of the Governing Body/Trust Board will give the required notification as soon as possible and no later than one month after the date of the determination.**

### **5. CLASSROOM TEACHERS**

#### **5.1 UNQUALIFIED TEACHER RANGE**

**This pay range will be used for unqualified teachers (as defined in the current STPCD) only.**

#### **5.2 MAIN PAY RANGE**

**This pay range will be used for all qualified teachers who are not on the upper pay range, or the leadership range.**

#### **5.3 UPPER PAY RANGE**

**The School will pay teachers on the upper pay range if:**

- **the teacher is employed in the school as a post-threshold teacher, for as long as the teacher is employed as a post-threshold teacher without a break in their continuity of employment with the school**
- **the teacher was a member of the leadership group in the school since September 2000, has continued to be employed at the school without a break in the continuity of their employment and occupied the post for an aggregate of a year or more**
- **the teacher applies to the school to be paid on the upper pay range and is successful, the teacher is still employed at the school and there has been no break in their continuity of employment with the school**

**unless the teacher will be paid on the pay range for leading practitioners or as a member of the leadership group.**

**The School will determine where on the upper pay range the above categories of teachers are placed.**

*The School will consider whether to pay a teacher on the upper pay range if:*

- *the teacher is defined as a 'post-threshold' teacher but has not previously been employed in the school or was employed as a 'post-threshold teacher' in the school prior to a break in the continuity of their employment or*
- *the teacher has applied to another educational setting to be paid on the upper pay range and was successful or*
- *the teacher was formerly paid on the pay range for leading practitioners*

*The Pay Committee of the Governing Body will determine where on the upper pay range teachers falling into the categories in the paragraph above are placed.*

#### **5.4 BASIC PAY DETERMINATION ON APPOINTMENT FOR CLASSROOM TEACHERS**

The *Pay Committee of the Governing Body* will determine the pay range for a vacancy prior to advertising it. On appointment it will determine the starting salary within that range to be offered to the successful candidate. Subject to the provisions of this Policy, the Headteacher will determine the pay range and the starting salary within that range appropriate for any supply teacher engaged directly by the school.

The school will determine where on the unqualified range to place new unqualified appointees and where on the main or upper pay range to place new qualified appointees in accordance with this section, subject to the provisions of the STPCD with regard to the upper pay range (see the 'Upper Pay Range' section above).

In making such determinations, the *Pay Committee of 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*
- *market conditions*
- *the wider school context*

*There is no assumption that a teacher will be paid at the same rate as they were being paid in a previous school.*

*The school will consider awarding a recruitment incentive / benefit when relevant (see below).*

## **5.5 PAY PROGRESSION BASED ON SERVICE FOR CLASSROOM TEACHERS AND LEADERS**

In this School, pay progression will be based on service.

*This school makes use of the points set out in Appendix C of this Policy for the purposes of pay progression with regard to the unqualified, main, upper and leadership pay ranges.*

*The Pay Committee of the Governing Body, following receipt of a written recommendation from the Headteacher following the outcome of the School's appraisal arrangements, must award a point on the relevant pay range for each year of employment (as defined below) as a classroom teacher or leader completed since the teacher or leader was first placed on the range in the School unless notification has taken place in accordance with the provisions below that the teacher is subject to the formal Capability Procedure.*

**The pay decision must be made after the teacher's annual appraisal has taken place.**

A teacher has completed a "year of employment" if the teacher has completed periods of employment amounting to at least twenty-six weeks in aggregate within the previous school year. For these purposes, a period of employment runs from the beginning of the week in which the employment commences to the end of the week in which the employment is terminated and includes any holiday periods and any periods of absence from work in consequence of sickness or injury and any maternity, adoption, paternity, shared parental leave or other family leave, whether the person's service during that period has been full-time or part-time or regular or otherwise. For the avoidance of doubt: absence due to ill-health or for family leave reasons should never affect a teacher's pay progression. (For the purposes of these provisions, the term 'teacher' includes all qualified classroom teachers (including Early Careers Teachers (ECTs)), all school leaders and all unqualified teachers. ECTs will be awarded a point annually if they complete a year of employment in accordance with these provisions.)

Where a classroom teacher or leader will be remaining in service on 1 September in the school in which the teacher was employed during the previous school year, and where the teacher is subject to the formal Capability Procedure the *Pay Committee of the Governing Body* must notify the teacher in writing of this before the end of the current school year and before the *Pay Committee of the Governing Body* makes a determination with regard to their pay progression.

## **5.6 MOVEMENT TO THE UPPER PAY RANGE**

### **Applications and Evidence**

**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.

**Applications may be made at least once a year.**

*Teachers in the school should submit their applications to move to the upper pay range at the start of each Academic year and by 30 September of the new Academic year. This deadline will be extended where particular circumstances warrant, such as in the case of teachers on long term sickness or maternity leave. Teachers should request an extension which will be granted where appropriate. The application should be based on the teacher's contribution in the two most recent academic years in which they have service (see below). The applications from part-time and fixed term contract teachers will be treated on the same basis as those from permanent full-time teachers.*

Teachers will be notified of who their assessor is within 5 working days of their application.

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 pay range in that school or schools. This school will not be bound by any pay decision made by another school.

**All applications should include the results of reviews or appraisals under the 2012 Appraisal regulations** and the School's Appraisal Policy (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). *To fulfill this requirement, teachers can provide copies of the relevant appraisal reports as evidence.*

*Applications should contain evidence from the previous two Academic years unless:*

- *the teacher has had a break in service, in which case the application should contain evidence from the most recent last two Academic years in which the teacher has service or*
- *the teacher has been on long-term maternity or sickness leave or has only worked part of the previous two years in which case the application can contain evidence from the last three academic years.*

*Consideration should be given to workload and work-life balance in relation to evidence and its collection and to the assessment of teachers for movement to the upper pay range. The principle that performance management discussions should not be based on teacher generated data and predictions, and school [and trust] leaders should not make movement to the upper pay range for teachers dependent on the assessment data for a single group of pupils should be applied. Applicable DfE guidance on Managing Teacher's Pay and on Appraisal including in relation to minimising workload will be followed.*

*Applications from teachers with no service prior to the last two academic years (that can be used to provide evidence) who have only worked part of the previous two Academic years and from teachers who have spent part of the previous two Academic years at another school or schools will be considered, provided sufficient evidence is available for assessment.*

*Applications should be made to the headteacher*

*Applications should be in writing. Teachers should summarise in their application the reasons why they believe they should move to the upper pay range with regard to the assessment criteria. These reasons should be evidence-based. The school will provide a standard form on which to submit their application which is attached as Appendix X of this Pay Policy.*

Teachers will be given access to all the information they need to make an application.

## **The Assessment**

**An application from a qualified teacher will be successful where the Pay Committee of the Governing Body is satisfied that:**

- (a) the teacher is highly competent in all elements of the relevant standards; and**
- (b) the teacher's achievements and contribution to the school are substantial and sustained.**

For the purposes of this pay policy:

- 'highly competent' means *practice 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 help them 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 continuously over a period of two Academic years as evidenced by two successful appraisal reports and a quality of teaching that is consistently good to outstanding.*

The application will be assessed by the headteacher who will make a recommendation as to whether the teacher should move to the upper pay range, based on that assessment, to the Pay Committee of the Governing Body providing reasons for that recommendation. The Pay Committee of the Governing Body will then determine whether to accept the recommendation. In order to do so, the Pay Committee will discuss the assessment, the recommendation and the reasons for the recommendation with the headteacher as necessary and in the light of the relevant provisions of this Policy.

## **Processes and procedures**

The assessment and determination on movement to the upper pay range will be made and all applicants notified of the determination by 31 October of the relevant Academic year.

If successful, applicants will move to the upper pay range from the start of the Academic year (1 September) (i.e. the increase in pay will be backdated to 1 September). The successful teacher will always be placed on the minimum of the upper pay range.

If unsuccessful, written feedback will be provided by the line manager / headteacher, in writing, within 10 working days of the decision. The feedback will include the reason(s) for the decision (which must be objective) quoting any relevant evidence and be accompanied by notification of the teacher's right to appeal.

*On request, a meeting to discuss the feedback will be held at which advice and support with regard to improvement will be offered.*

Any appeal against a decision not to move the teacher to the upper pay range will be heard under the school's/Trust's general appeals arrangements (see below).

## **6. LEADING PRACTITIONERS**

*This School will not at present be appointing any teachers to leading practitioner roles. This decision was taken by Governors after consideration of:*

- *the School's/Trust current needs with regard to a post that has the primary purpose of modeling and improving teaching skills,*
- *whether the post would fit within the school's Staffing Structure;*
- *whether the post would represent good value for money and*
- *what impact it was expected to have on the quality of teaching and on pupil outcomes*

*This decision will be reviewed on an annual basis / if and when the Governors consider the needs / circumstances of the School to have changed.*

### **6.1 APPOINTMENT OF A LEADING PRACTITIONER**

**To be appointed to the leading practitioner / one of the leading practitioner posts in the School, a teacher must be qualified and will be expected to have a sustained track record as a teacher on the upper pay range, to have demonstrated excellence in teaching and to have contributed to leading the improvement of teaching skills in the School.**

*Appointment(s) to the leading practitioner post(s) will take place when the Governing Body determines.*

The School will advertise any leading practitioner vacancy and appoint to the Leading practitioner post in the same way as to other vacancies in the School.

### **6.2 PAY DETERMINATION FOR LEADING PRACTITIONERS**

**The Pay Committee of the Governing Body in consultation with the headteacher will determine an individual post range within the leading practitioner range (including the 'breadth' of this range) for each leading practitioner the school appointed**

When determining the individual range of the leading practitioner / each leading practitioner post the School will take into **account the challenge and demands of the individual post and be mindful of internal pay relativities.**

The salary of the leading practitioner will be for the specific post and will not be portable to different posts in the School.

**When appointing to the / a leading practitioner post in the School, the Pay Committee of the Governing Body will determine where, within the individual range for the post, the teacher will be paid making use of the points set by the School within the range. In making this determination the Committee will ensure that the level of qualifications, skills and experience of the**

*teacher and market conditions is taken into account and that there is appropriate scope within the pay range to allow for progress over time.*

### **6.3 PAY PROGRESSION BASED ON SERVICE FOR LEADING PRACTITIONERS**

Please see paragraph 5.5 above for details of when leading practitioners should progress within their individual range on the leading practitioners pay range.

## **7. LEADERSHIP PAY**

### **7.1 INTRODUCTION**

**The provisions relating the determination of leadership group pay set out below (in paragraph 7.3 and 7.4) apply to individuals appointed to a leadership post on or after 1 September 2014, or whose responsibilities have significantly changed on or after that date. The Pay Committee of the Governing Body will determine in the light of a school's particular circumstances and context the extent to which any change should be regarded as 'significant' paying particular attention to the extent to which the change creates new levels of accountability and responsibility for the leadership group member or members.**

*The School will review the pay of all of their leadership posts in accordance with the arrangements introduced in the 2014 document if the Pay Committee of the Governing Body determines that this is required to maintain consistency either with pay arrangements for new appointments to the leadership group made on or after 1 September 2014, or with pay arrangements for a member or members of the leadership group whose responsibilities have significantly changed on or after that date.*

### **7.2 LEADERSHIP PAY RANGE**

**The leadership pay range set out in the STPCD will be used for all members of the leadership group.**

### **7.3 BASIC PAY DETERMINATION FOR MEMBERS OF THE LEADERSHIP GROUP**

**When setting the pay for new appointments to the leadership group, the following three-stage process will be followed.**

**It will also be followed, as applicable:**

- **when it becomes necessary to review the headteacher group**
- **when reviewing the pay of existing members of the leadership group whose responsibilities have significantly changed**
- *if the Governing Body decides to review the pay of all the leadership posts in the school/Trust having determined that this is required to maintain consistency.*

### **7.3.1 STAGE 1: DEFINING THE ROLE AND DETERMINING THE HEADTEACHER GROUP**

The leadership role will be defined by setting out the responsibilities and accountabilities of the post (in the job description) and the skills and competencies required (in the person specification).

**In the case of headteacher posts the school will be assigned a headteacher group which will determine the appropriate broad pay range within which the individual pay range of the headteacher will be placed. The group pay ranges are set out in the STPCD. The group will be assigned by calculating the unit score for the school in accordance with the relevant paragraphs of the STPCD. If the headteacher will be responsible for more than one school on a permanent basis, the unit score will be based on the total number of pupils across all the schools.**

In the case of other leadership group posts the governors will consider:

- whether the role carries specific responsibilities or accountabilities which make it more challenging than or different from other posts with the same title (i.e. deputy or assistant head) in the school and
- how the role (including its whole school responsibilities and accountabilities) fits within the wider leadership structure of the school.

### **7.3.2 STAGE 2: SETTING THE PAY RANGE**

In Stage 2, the Pay Committee of the Governing Body will set the level of the pay range (decide the position on the leadership pay range of the pay range) and the breadth of the pay range.

In setting the level of the pay range of headteachers all of the permanent responsibilities of the role and the complexity and challenge of the role in the context of the school will be considered.

In setting the level of the pay range of other members of the leadership group all of the permanent responsibilities of the role and the complexity and challenge of the role (where applicable, in the context of the school) will be considered.

The following factors will also be taken into consideration where relevant:

- recruitment and retention
- permanent additional responsibilities (for example those relating to the provision of initial teacher training)
- long-term provision of services to other schools

**In the case of headteachers, factors already taken into account at Stage 1 will not be taken into account when setting the level of the pay range (for example permanent responsibility for more than one school already reflected in the total unit score or indicators such as number of pupils with SEN).**

**Regular collaboration with other schools (which is part of the role of all headteachers) will not be considered when setting the level of the pay range.**



**Normally, the total unit score will capture the complexity of the headteacher role and therefore the pay range for the headteacher will normally be set within the school group range. However, if the Pay Committee of the Governing Body considers that the circumstances warrant it, the maximum of the pay range of the headteacher will be set up to 25% above the top of the school's group range.**

*The circumstances in which this will be considered include:*

- *Particular challenge arising out of pupils' needs (high level of free school meal entitlement, high proportion of children with SEN (if not already taken into account at Stage 1) or looked after children or high in-year pupil mobility)*
- *High degree of complexity and challenge not faced by headteachers of similar sized schools (for e.g. accountability for multiple schools not reflected in calculation of unit score at Stage 1, management across several sites, other additional accountabilities not reflected at Stage 1)*
- *Recruitment considerations: factors specific to the school that may affect the school's ability to attract a field of appropriately qualified and experienced candidates (e.g. location, school circumstances, relatively low level of support from wider leadership team)*

**The Pay Committee of the Governing Body will only consider setting the top of the pay range of the headteacher at more than 25% above the top of the school group range in wholly exceptional circumstances. If the Pay Committee of the Governing Body considers that there are circumstances which warrant exceeding this limit, they will seek external independent advice from an appropriate person or body and make a business case to the full Governing Body. The full Governing Body will then decide whether to agree a range which exceeds the limit.**

In the case of other members of the leadership group the Pay Committee of the Governing Body will consider how the proposed pay range relates to the pay range of the headteacher and to the range of any other members of the leadership group, taking into account the relative 'weight' of the role compared with other leadership roles.

**The maximum of the deputy or assistant headteacher's pay range will not exceed the maximum of the school's group range.**

*The pay range for a deputy or assistant headteacher will only overlap with the headteacher's pay range in exceptional circumstances.*

**The pay ranges of deputy and assistant headteachers may overlap.** *In this School the top of the pay range of an assistant headteacher will not be set at a level equal to or higher than the top of the pay range of a deputy headteacher. When deciding whether the ranges of assistant and deputy headteachers should overlap, consideration will be given to the implications.*

*In positioning the pay range and deciding the breadth of the pay range the School/Trust will make use of the reference points (previously mandatory points) on the leadership pay range (see Appendix C).*

**In setting the breadth of the pay range, the Pay Committee of the Governing Body will ensure that there is sufficient scope for progression.**

*Normally, the breadth of the headteacher's pay range will be 7 reference points on the leadership pay range and the breadth of the deputy and assistant headteacher pay ranges will be 5 reference points on the leadership pay range. In exceptional circumstances the Governing Body Board will consider extending these ranges.*

Benchmarking information and advice will be sought where necessary.

### **7.3.3 STAGE 3: DECIDING THE SALARY AND FINALISING THE INDIVIDUAL PAY RANGE**

In the case of a new appointment, once the recruitment and selection process for the leadership role has been followed and the School has a preferred candidate for the available leadership post, the School will decide the starting salary in the light of candidate-specific factors.

*The candidate-specific factors that the School will consider include:*

- *the extent to which the candidate meets the requirements in terms of the skills and competencies of the post*
- *the extent to which the candidate meets the requirements in terms of the context and challenge of the post*
- *the extent and relevance of the candidate's experience*
- *the starting salary required in order to recruit the preferred candidate*
- *how much scope for progression is appropriate for the preferred candidate*

Normally, the starting salary will be set at a level allowing sufficient scope for progression over time within the pay range set at Stage 2, and the pay range will be confirmed.

However, there may be circumstances in which candidate-specific factors necessitate the revision of the pay range (to accommodate the starting salary and allow sufficient scope for progression over time).

*The starting salary will be set using one of the reference points within the pay range.*

*The starting salary will not be set higher than the middle of the pay range to allow scope for progression over time.*

In the case of serving members of the leadership group the salary of the postholder will normally only increase if the minimum of any new range is higher than their current salary. However, the salary of the postholder may be increased in other circumstances where the Pay Committee of the Governing Body considers any postholder-specific factors warrant it. Any new salary will not be set higher than the middle point of the pay range to allow scope for progression over time.

### **7.4 'ALLOWANCE' PAYMENTS FOR MEMBERS OF THE LEADERSHIP GROUP**

*This School will exercise its discretion under the relevant paragraphs of the Schools Pay and Conditions Document to award 'allowances' to members of the leadership group.*

**The Pay Committee of the Governing Body will award temporary payments and payments in regard to housing and relocation to headteachers and payments in regard to housing and relocation and 'additional payments' to deputy and assistant headteachers in accordance**

**with the provisions set out in the relevant paragraphs of the STPCD and this Policy.** Temporary payments will be clearly time-limited from the outset.

**Temporary payments (additional to their salary) will be made to the headteacher for clearly temporary responsibilities or duties that are in addition to the post for which their salary has been determined. (Such temporary responsibilities may include those for one or more additional schools or short-term provision of services to another school.) These temporary responsibilities will not have been taken into account when setting the headteacher's pay range.**

**Recruitment payments will only be made to the members of the leadership group for reasonably incurred housing and relocation expenses.**

**An 'additional payment' will be awarded to assistant and deputy headteachers where the reason for the award was not previously taken into account when determining their pay range.**

**The Pay Committee of the Governing Body/Trust Board will only consider awarding a temporary payment in excess of 25% of the salary otherwise payable to the headteacher in wholly exceptional circumstances. If the Pay Committee of the Governing Body/Trust Board considers that there are circumstances which warrant exceeding this limit, they will seek external independent advice from an appropriate person or body and make a business case to the full Governing Body/Trust Board. The full Governing Body/Trust Board will then decide whether to agree a temporary payment which exceeds the limit.**

## **7.5 PAY PROGRESSION BASED ON SERVICE FOR MEMBERS OF THE LEADERSHIP GROUP**

Please see paragraph 5.5 above for details of when members of the leadership group should progress within their range on the leadership spine.

## **7.6 OTHER LEADERSHIP PROVISIONS**

Should the Governing Body Board agree for the headteacher to become temporarily accountable for more than one school or involved in the provision of extended services, the pay arrangements will be in accordance with the guidance in Section 3 of the current STPCD.

**If the headteacher becomes head of more than one school consideration will be given to recognising any resulting additional responsibilities undertaken by other teachers through the award of the appropriate 'allowance' under this Policy.**

## **8. ALLOWANCES FOR TEACHERS**

### **8.1 TEACHING AND LEARNING RESPONSIBILITY PAYMENTS**

#### **Permanent Teaching and Learning Responsibility Payments (TLR1s and TLR2s)**

**Permanent TLRs (TLR1s or TLR2s) will be awarded to qualified classroom teachers for undertaking a sustained additional responsibility for the purpose of ensuring the continued delivery of high quality teaching and learning.**

**Before awarding a TLR the Pay Committee of the Governing Body will ensure that the responsibility satisfies the criteria set out in the relevant paragraph of the current STPCD. Before awarding a TLR1 the Pay Committee of the Governing Body will ensure that the responsibility includes line management responsibility for a significant number of people.**

**The TLR will be part of the school's staffing structure and the Governing Body will keep the TLRs in its structure under review. The award will be for as long as the teacher remains in the post or covers the post for the absent post-holder. TLRs awarded to part-time teachers will be paid on a pro-rata basis. A teacher will not be awarded more than one permanent TLR concurrently.**

**A teacher awarded a permanent TLR on a temporary basis or who is on a fixed term contact will not receive a safeguarded sum unless the TLR is ended earlier than specified and the contract extends beyond the date when the TLR ends.**

**If a teacher with a TLR is given a new post or revised responsibilities then the Pay Committee of the Governing Body will determine whether a TLR still applies to the post and if so what its value should be.**

**When the Pay Committee of the Governing Body decides to award a TLR the Pay Committee of the Governing Body will determine whether the TLR is a TLR1 or TLR2 and the value of the individual TLR within the TLR1 or TLR2 range in accordance with the relevant paragraphs of the current STPCD.**

**The Pay Committee of the Governing Body will determine the value of the TLR appropriate for the post in accordance with job weight. Posts of equal weight should be allocated equal value. Decisions on the level of payment will be justifiable in relation to the level of responsibilities attached to the TLR. Recruitment and retention issues will not be taken into account. A change in the value of the TLR will only be agreed if the Pay Committee of the Governing Body determines that the responsibilities attached to the TLR have changed materially.**

**From 1 September 2025/2026 the Pay Committee of the Governing Body based on recommendations from the Headteacher will determine the value of all existing and new TLR1 and TLR2 payments, based on the proportion of the TLR the teacher is undertaking - i.e. the proportion of the full-time equivalent responsibility.**

The new proportion of responsibilities-based calculation means that the proportion of the full TLR1 or TLR2 payment received by a part-time teacher may be higher than the proportion applied to their salary and other allowances (which will continue to be determined in accordance with the pro-rata principle) if the teacher undertakes a higher proportion of the responsibilities associated with the TLR1 or TLR 2 (up to the full amount). The new proportion of responsibilities-based calculation means that some full-time teachers will only receive a proportion of the full TLR1 or TLR2 payment if they are only undertaking a proportion of the responsibilities associated with the full TLR. The responsibilities agreed should be capable of being undertaken within the normal hours of the teacher concerned, whether they are full-time or part-time. The appropriate level of allowance payment and duties will be agreed between the individual teacher and the School.

**The School will act fairly and appropriately when determining the value of a TLR1 or TLR2 payment.** The School will follow the guidance in relation to the responsibilities-based calculation of TLR1 and TLR2 payments in Section 3 of the STPCD. The School will be able to justify its determination of the value of TLR1 and TLR2 payments.

*In determining the full time equivalent value of the TLR, the School will make use of the TLR values set out in Appendix C of this Policy. The School will decide on the full time equivalent value of the TLR on the basis of the individual post / package of responsibilities and the 'job weight' of those responsibilities relative to the 'job weight' of the responsibilities connected to other TLRs in the school.*

**The responsibility or package of responsibilities for which a permanent TLR is awarded will be clearly set out in the job description of the postholder.**

**TLR1s and TLR2s are subject to safeguarding.**

### **Temporary Teaching and Learning Responsibility Payments (TLR3s)**

*This School will exercise its discretion under the Schools Pay and Conditions Document to award temporary Teaching and Learning Responsibility Payments (TLR3s).*

**Temporary TLRs (TLR3s) will be awarded in connection with time limited projects and one-off externally driven responsibilities. A teacher in receipt of a permanent TLR (a TLR1 or TLR2) may also be awarded a concurrent TLR3.**

**Before awarding any temporary TLR the Pay Committee of the Governing Body must be satisfied that the teacher's duties include a significant responsibility that is not required of all classroom teachers and that the temporary TLR is focused on teaching and learning, requires the exercise of a teacher's professional skills and judgment and has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils.**

**The annual value of the individual temporary TLR will be within the range specified in the STPCD.**

**The duration of the fixed term TLR will be established at the time of its award and payment be monthly. Consecutive TLR3s will not be awarded for the same responsibility unless that responsibility relates to tutoring (i.e. the undertaking of the planning, preparation, co-ordination or delivery of tutoring) to provide catch-up support to pupils on learning lost to the pandemic and that tutoring work is taking place outside of normal directed time hours but during the school day). Where a TLR3 is awarded for less than one year the total value will be determined proportionately to the annual value. Where a TLR3 is awarded to a part-time teacher, however, the value will not be amended to reflect the part-time hours of the teacher.**

**The Pay Committee of the Governing Body will determine the value of a temporary TLR appropriate for the post as with permanent TLRs (see above).**

**Temporary TLRs (TLR3s) are not subject to safeguarding.**

## **8.2 SEN ALLOWANCE**

**The Pay Committee of the Governing Body will award SEN Allowances in accordance with the provisions of the current STPCD.**

**Where a SEN Allowance is to be paid, the Pay Committee of the Governing Body will determine the spot value of the allowance, taking into account the structure of the school's SEN provision and the following factors** where applicable:

- **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.**

In determining the spot value of a SEN Allowance, reference will be made to the relevant guidance in Section 3 of the current STPCD. Significant differences in the nature and challenge of the work entailed will be reflected in the value of the SEN Allowance awarded so that the payment level can be objectively justified.

**SEN Allowances may be held at the same time as TLRs.** SEN allowances will be paid pro-rata.

**The Pay Committee of the Governing Body will:**

- **ensure that holders of SEN Allowances are not carrying out duties more appropriately undertaken by support staff**
- **consider whether the award of a TLR would be more appropriate if the teacher has responsibilities of sufficient 'weight' to qualify for a TLR payment**
- **not award / increase the value of a SEN Allowance for recruitment or retention reasons.**

**SEN responsibilities will be specified in the teacher's job description. Written notification of the start date, amount and reason for the award will be given at the time of the award.**

## **8.3 UNQUALIFIED TEACHERS ALLOWANCE**

*This School will exercise its discretion under the relevant paragraph of the Schools Pay and Conditions Document to award an allowance to unqualified teachers where appropriate. **Where an unqualified allowance is awarded it will be awarded in accordance with the STPCD and Appendix C of this Policy.***

**The Pay Committee of the Governing Body will award an allowance to an unqualified teacher where it considers, in the context of its staffing structure and this Pay Policy that the teacher has:**

- **taken on a sustained additional responsibility which is focused on teaching and learning and requires the exercise of a teacher's professional skills or judgement or**
- **qualifications or experience which bring added value to the role being undertaken.**

*The value of the unqualified teacher allowance will be determined in accordance with the 'weight' of the responsibilities concerned in accordance with the principles applied when awarding TLRs. Use (for benchmarking purposes) will be made of the values attached to TLRs of comparable 'weight'*

*when determining the value of any unqualified teacher allowance and awards will accordingly be made within the ranges for TLR3s and TLR2s set out in the STPCD.*

#### **8.4 ACTING ALLOWANCE**

**Where a teacher is assigned and carries out the duties of a member of the leadership group but has not been appointed to a leadership role, the Pay Committee of the Governing Body will determine whether or not an acting allowance will be paid to that teacher not more than 4 weeks from the day the duties were first assigned and carried out.**

*Save in exceptional circumstances, an acting allowance will be paid to a teacher carrying out the duties of a member of the leadership group (who has not been appointed to a leadership role) starting not more than 4 weeks from the day the duties were first assigned and carried out.*

**If the Pay Committee of the Governing Body determines that the teacher is not to be paid an acting allowance but the teacher continues to carry out the duties of the relevant leadership role (and has not been appointed to the role) the Pay Committee of the Governing Body may at any time determine that an acting allowance will be paid.**

**Where the Pay Committee of the Governing Body determines that an acting allowance will be paid, the teacher will be paid not less than the minimum of the pay range for the relevant leadership role and at the point within the range the governors consider appropriate.**

#### **8.5 PERFORMANCE PAYMENTS TO SECONDED TEACHERS**

Should a teacher be seconded to the headship of this School in the circumstances set out in the STPCD, the School will determine whether to pay a performance payment to that teacher and the value of that payment in accordance with the relevant provisions of the STPCD.

#### **8.6 ADDITIONAL PAYMENTS**

*This School will exercise its discretion under the relevant paragraph of the Schools Pay and Conditions Document to award 'additional payments' to teachers.*

**The Pay Committee of the Governing Body will make an additional payment to a teacher other than a headteacher in respect of:**

- **continuing professional development undertaken outside the school day (that is, outside the 1265 directed time hours for the school year in the case of full-time teachers or the appropriate proportion of the 1265 directed time hours for the school year in the case of part-time teachers)**
- **activities relating to the provision of initial teacher training as part of the ordinary conduct of the school**
- **participation in out-of-school hours learning activity agreed between the school and the teacher (payments will only be made in respect of activities undertaken outside the 1265 directed time hours for the school year in the case of full-time teachers or the appropriate proportion of the 1265 directed time hours for the school year in the case of part-time teachers)**
- **additional responsibilities and activities due to, or in respect of, the provision of services by the headteacher relating to the raising of educational standards to one or more additional schools.**

When deciding the appropriateness of awarding an additional payment, reference will be made to the relevant paragraphs in Section 3 of the current STPCD.

*Payment will normally be calculated according to the time spent on the activity, on the basis that a day spent on the activity will be paid at the rate of 1/195th of the teacher's actual salary.*

*Where significant additional responsibilities are being carried out, the value of the additional payments will be determined in accordance with the 'weight' of the responsibilities and with the principles applied when awarding TLRs. Use (for benchmarking purposes) will be made of the values attached to TLRs of comparable 'weight' when determining the value of any additional payment and awards will accordingly be made within the TLR ranges set out in the STPCD.*

## **8.7 RECRUITMENT AND RETENTION INCENTIVES AND BENEFITS**

*This School will exercise its discretion under the relevant paragraph of the Schools Teachers' Pay and Conditions Document to award 'recruitment and retention incentives and benefits' to teachers.*

**The Pay Committee of the Governing Body will make such a payment to a teacher as it considers necessary as an incentive for the recruitment of new teachers and the retention of existing teachers.**

**The Pay Committee of the Governing Body will conduct a regular [annual] formal review of any recruitment and retention awards it makes.**

**Where a recruitment and retention award is made, written notification will be issued to the teacher at the time of the award and state:**

- **whether the award is for recruitment or retention**
- **the nature of the award**
- **when / how it will be paid**
- **unless it is a 'one-off' award, the start date and expected duration of the award**
- **the review date after which it may be withdrawn**
- **the basis for any uplifts which will be applied**

*Where this School determines that a Recruitment and Retention Payment should be paid to a teacher, this School will pay a Recruitment or Retention payment to a teacher for such length of time as it is determined by the Pay Committee of the Governing Body*

**Headteachers will not be awarded recruitment and retention payments other than as reimbursement of reasonably occurred housing or relocation costs. Any award to a headteacher in relation to such housing or relocation costs will be made in accordance with the provisions of the STPCD.**

## **9. OTHER PROVISIONS**

### **9.1 PART-TIME TEACHERS**

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 proportion of full-time (which will be determined, in the case of classroom teachers, (except, with



effect from 1 September 2025/2026, in relation to their TLR payment) by comparison of their timetabled teaching week with the school's timetabled teaching week for a full-time teacher in an equivalent post as set out in the STPCD). In the case of part-time teachers, the number of their directed time hours is determined by multiplying the part-time teacher's proportion of full-time by the 1265 directed time hours applicable to full-time teachers in the school year. The statement and the pay and working time arrangements for part-time teachers will comply with statutory pay and working time provisions and the applicable provisions of the current STPCD including the working time provisions in the STPCD relevant to part-time teachers.

## **9.2 SHORT NOTICE/SUPPLY TEACHERS**

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 consists of 195 days; periods of employment for less than a day being calculated pro-rata (on the basis that a full day is 6.5 hours).

## **9.3 SAFEGUARDING ARRANGEMENTS**

**Safeguarding for Teachers will be in accordance with the provisions of the current School Teachers Pay and Conditions Document.**

# **SUPPORT STAFF**

## **PAY POLICY PROVISIONS FOR SUPPORT STAFF**

- 1 The Governors will, in accordance with the Staffing Regulations notify and where necessary consult, with the Local Authority when proposing to appoint to a support staff position and will otherwise follow the Staffing Regulations in appointing to a support staff position.
- 2 The Governors will select a grade for the vacant post from the school's single status grading structure depending on the requirement of the job description where necessary in the light of grading advice from the Local Authority. New job descriptions will be job evaluated in accordance with the single status agreement using the Local Authority job evaluation service. Grade and salary will be set in accordance with the requirements and provisions of the national agreement on pay and conditions of services for Local Authority employees as applied by the school under single status. The conditions of service for support staff are as set out in National Joint Council National Conditions of Service (the 'Green Book'), as supplemented by the Single Status Agreement. Any pay award will be in accordance with the NJC agreement. These documents and the grading structure and current rates of pay are available from the school.
- 3 Where a salary range applies the starting salary will normally be the minimum for the grade. Where an applicant is appointed to a post with a higher maximum salary they will receive the minimum of the new grade or a starting salary one increment higher than their current salary, subject to the maximum of the grade.

- 4 There will be an annual review of salary and, subject to the maximum of the scale or any other mandatory requirements; an annual service increment will be awarded unless the service is deemed to be unsatisfactory. An increment will only be withheld if appropriate formal action under the school's Capability Procedure has been taken to address the problem.
- 5 The Governors will have an appraisal process in place for support staff.
- 6 Pay safeguarding protection will be applied for support staff as appropriate and in accordance with the Council's Scheme for support staff as set out below

## **GENERAL PROVISIONS**

### **ARRANGEMENTS FOR HANDLING APPEALS**

Please see **Appendix A** of this Pay Policy of the Appeals Procedure in relation to pay decisions. **This is in accordance with the requirements of the current School Teachers' Pay and Conditions Document.**

### **COMMUNICATION**

The headteacher will ensure that the Pay Committee of the Governing Body/Trust Board where applicable has sufficient information to make pay decisions, to satisfy itself that pay recommendations are justified and fair and that it can defend its decisions if challenged.

The information the Pay Committee of the Governing Body/Trust Board receives, where applicable, will be the subject of discussion and agreement between the headteacher and the Committee and will include the information that Ofsted request when they inspect a school.

Teachers will be kept informed about any application to move from the main pay range to the upper pay range.

### **RECORDS**

Where applicable, a full and accurate record of the decisions taken or recommendations made and the reasoning behind them will be kept. These records should provide a clear audit trail and demonstrate the objectiveness and fairness of the decisions that are made. Employees will have reasonable access to their own employment records.

All individuals involved in implementing the Pay Policy have a responsibility to maintain the confidentiality of personal information in their possession. All records will be kept confidential, used and retained in accordance with the General Data Protection Regulation (GDPR) and the Data Protection Act 2018.

### **EQUALITY**

This Policy will be applied in accordance with equalities legislation, including the Equality Act 2010, and with the provisions of the school's/Trust's Equality Policy. All pay decisions will comply with equal pay legislation and will be made on objective criteria. The School/Trust will not discriminate

on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation and the needs of employees will be given careful consideration when operating this Policy. The School/Trust will, if necessary, apply an Equality Impact Assessment to the Policy in the interests of ensuring the avoidance of any unintentional disadvantage to those with a protected characteristic.

In applying this Policy the school/Trust will ensure that no employee will be disadvantaged or subject to any conduct prohibited by the Equality Act in relation to any protected characteristic or disadvantaged through part-time or fixed term working. Reasonable adjustments will be made and account will also be taken of special circumstances such as maternity and long term sick leave to ensure that no discrimination occurs. *Further information is available in the DfE non-statutory guidance 'Implementing your school's approach to pay'.*

## **WORKLOAD AND STAFF WELL-BEING**

The procedures and processes followed under this Policy will minimize workload and be proportionate and decisions will be based on evidence. Staff well-being will always be considered. In arranging meetings and other activities outside of school sessions, the School/Trust will try to minimise situations where employees are invited to such meetings or activities either side of a period when they are not required to be available for work on any given day.

## **MONITORING THE IMPACT OF THE POLICY**

The Pay Committee of the Governing Body Board will monitor the outcomes and impact of this policy on an annual basis, that any pay decisions continue to be objectively justified and processes are operating fairly and that the school/Trust continues to comply with equalities legislation. *For further information with regard to equality monitoring please see the DfE non-statutory guidance 'Implementing your school's approach to pay'.*

Consultation will take place with the staff and recognised trade unions on any proposed change to the Policy that will affect staff at the school/Trust.

The Governing Body will identify and consider the budgetary implications of pay decisions and consider these in the school spending plan.

## **OTHER RELEVANT POLICIES**

Job Evaluation Procedure  
Leave of Absence Policy  
Secondment Policy

## **9.12 RELEVANT LEGISLATION**

Agency Workers Regulations 2010  
Education Act 2002 and the current 'School Teachers' Pay and Conditions Order'  
issued under that Act  
Employment Relations Act 1999  
Employment Rights Act 1996 (as amended)  
Equality Act 2010  
Fixed Term Employees (Prevention of Less Favorable Treatment) Regulations

Pay Policy 2025 (Sept 2025)

2002

National Minimum Wage Act 1998

Part-time Workers (Prevention of Less Favorable Treatment) Regulations 2000

School Standards and Framework Act 1998 (as amended)

Trade Union and Labour Relations (Consolidation) Act 1992 (as amended)

Working Time Regulations 1998

*All our policies and guidance can be found at [www.supportservicesforeducation.co.uk](http://www.supportservicesforeducation.co.uk)*

## **APPENDIX A THE PROCEDURE FOR HANDLING APPEALS**

Teaching and support staff have the right to appeal against pay recommendations and decisions.

The available grounds for an appeal are:

- that the School's Pay Policy was incorrectly applied;
- that any provision of the relevant pay and conditions document (e.g. STPCD) was not correctly applied;
- there was a failure to have proper regard to statutory guidance;
- that there was a failure to take proper account of relevant evidence;
- that irrelevant or inaccurate evidence was taken into account;
- the recommendation/decision was biased or
- the recommendation/decision unlawfully discriminated against the employee.

### **Stage one – informal discussion with the headteacher / line manager prior to confirmation of pay recommendation**

1. An employee who is dissatisfied with a pay recommendation will have the opportunity to discuss the recommendation with the headteacher (teachers) or their line manager (support staff) before the recommendation is actioned and confirmation of the pay decision is made by the school.

### **Stage two – a formal representation to the Pay Committee**

2. If, having had an informal discussion with the person making the pay recommendation, the member of staff believes that an incorrect recommendation has been made, he/she may make representation to the governor's committee making the decision. To begin the process the employee should submit a formal written statement and send it to the Pay Committee (i.e. the Committee that making the determination) setting down in writing the grounds of their disagreement with the pay recommendation.

3. The employee will be given the opportunity to make representations, including presenting evidence, calling witnesses, and the opportunity to ask questions at a formal meeting with the Pay Committee. Following this meeting the Pay Committee will make the pay determination which will be communicated to the employee in writing.

### **Stage three – a formal appeal hearing with an Appeals Panel of governors**

4. Should the employee not agree with the pay determination, the employee may appeal the decision and have an appeal hearing before an appeals panel of governors;

5. In the hearing before governors, both the employee and the management representative will have the opportunity to present their evidence and call witnesses; the parties will also be able to question each other. The panel is permitted to ask exploratory questions;

6 Having heard the appeal, the panel will reach a decision, which it will relay to the employee in writing, including their rationale for reaching the decision. The appeal panel's decision is final and, as set out in Section 3 of the STPCD, there is no recourse to the school's/Trust's Grievance Procedure.

### **Appeals hearings panels**

7. The Panel which hears pay appeals will comprise three governors who were not involved in previous discussions regarding the employee's pay determination. Governors on appeals panels should be familiar with the School's/Trust's Pay Policy and, if relevant, Appraisal Policy. To ensure that appeals are properly considered, the Governing Body/Trust Board will consider any training needs its members have, including in duties placed on the School/Trust by the Equality Act 2010 and the ACAS Code of Practice (Disciplinary and Grievance Procedures).
8. Employees making representations at stage two and making an appeal at stage three are entitled to be accompanied by a colleague or representative from a professional organisation or trade union.
9. Pay appeals will be formally clerked and a note of proceedings should be produced.
10. Appeal hearings will normally be convened within 20 working days of receipt of a written appeal notification. Ten working days' notice will be given of the appeal hearing.

## **APPENDIX B PAY PANEL HEARING PROTOCOL**

The protocol for the conduct of formal hearings under this Policy.

### **Introductions**

- Chair introduces everyone, what their role is, and then outlines the order of the hearing.
- Clerk takes notes of the hearing.

### **The employee case**

- Employee or their representative presents employee case providing any evidence to support their case including from witnesses (if any).
- Management representative has the opportunity to question the employee.
- Chair asks questions and subsequently opens the discussion to the panel.

### **The management case**

- Management representative presents management case, providing any evidence to support their case and any witnesses.
- Employee or their representative has the opportunity to question the management representative.
- Chair asks questions and subsequently opens the discussion to the panel.

### **Summarising and end of hearing**

- Employee or their representative sums up the employee case.
- Management representative sums up the management case.
- If appropriate, the Chair can sum up the key points on both sides.
- Chair will then end the hearing, advising the employee that they will receive the panel's decision in writing within a given timescale.

### **Decision-making**

- Panel meet to reach their decision.
- Clerk notes main points of panel discussion and their decision.
- Panel obtains HR advice if required to inform their decision-making.

### **Communication of decision**

- Employee is notified of decision.
- Decision and reason for the decision confirmed in writing within five working days. Where an appeal is rejected the decision should also communicate the evidence considered and the reasons for the decision.

**APPENDIX C  
PAY RANGES AND ALLOWANCE RANGES 2025**

*Note: the salary figures do not include any non-consolidated payments*

**PAY RANGES AND ALLOWANCE RANGES**

UNQUALIFIED TEACHER PAY RANGE		
Point	Annual Salary from September 2024	Annual Salary from September 2025
1 (minimum of range)	21,731	22,601
2	24,224	25,193
3	26,716	27,785
4	28,914	30,071
5	31,410	32,667
6 (maximum of range)	33,902	35,259

MAIN PAY RANGE		
Point	Annual Salary from September 2024	Annual Salary from September 2025
1 (minimum of range)	31,650	32,916
2	33,483	34,823
3	35,674	37,101
4	38,034	39,556
5	40,439	42,057
6 (maximum of range)	43,607	45,352

UPPER PAY RANGE		
Point	Annual Salary from September 2024	Annual Salary from September 2025
1 (minimum of range)	45,646	47,472
2	47,338	49,232
3 (maximum of range)	49,084	51,048

LEADERSHIP PAY RANGE		
Point	Annual Salary from September 2024	Annual Salary from September 2025
L1	49,781	51,773
L2	51,027	53,069
L3	52,301	54,394
L4	53,602	55,747
L5	54,939	57,137
L6	56,316	58,569
L7	57,831	60,145
L8	59,167	61,534
L9	60,644	63,070
L10	62,202	64,691
L11	63,815	66,368
L12	65,286	67,898



L13	66,919	69,596
L14	68,586	71,330
L15	70,293	73,105
L16	72,162	75,049
L17	73,819	76,772
L18A	74,926	77,924
L18B	75,675	78,702
L19	77,552	80,655
L20	79,475	82,654
L21A	80,634	83,860
L21B	81,441	84,699
L22	83,464	86,803
L23	85,529	88,951
L24A	86,783	90,255
L24B	87,651	91,158
L25	89,830	93,424
L26	92,052	95,735
L27A	93,400	97,136
L27B	94,332	98,106
L28	96,673	100,540
L29	99,067	103,030
L30	101,533	105,595
L31A	103,010	107,131
L31B	104,040	108,202
L32	106,626	110,892
L33	109,275	113,646
L34	111,976	116,456
L35A	113,624	118,169
L35B	114,759	119,350
L36	117,601	122,306
L37	120,524	125,345
L38	123,506	128,447
L39A	125,263	130,274
L39B	126,517	131,578
L40	129,673	134,860
L41	132,913	138,230
L42	136,243	141,693
L43	138,265	143,796

**Note:**

- *points 18A, 21A, 24A, 27A, 31A, 35A and 39A are the salary figures for headteachers at, or moving to, the top of their school group range only. These figures are a legacy of the STPCD 2015 which provided for no uplift to the maxima of the eight headteacher group ranges.*

TLR RANGES		
	Annual Value from September 2024	Annual Salary from September 2025
<b>TLR3</b>		
Minimum	675	702
Maximum	3,344	3,478
<b>TLR2</b>		
TLR2A (Minimum)	3,391	3,527
TLR2B	5,648	5,874
TLR2C	7,904	8,221
TLR2C (Maximum)	8,279	8,611
<b>TLR1</b>		
TLR1A (Minimum)	9,782	10,174
TLR1B	12,040	12,522
TLR1C	14,299	14,871
TLR1D (Maximum)	16,553	17,216

SEN ALLOWANCE RANGE		
	Annual Value from September 2024	Annual Salary from September 2025
Minimum	2,679	2,787
Maximum	5,285	5,497