

# Tilston Parochial CE Primary School

Bringing out the Best in Everyone.  
*'Encourage one another and build each other up.'* Thessalonians 5:1



Tilston Parochial  
CE Primary School

## Pay Policy 2021-2022

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**WHOLE SCHOOL PAY POLICY  
2021/2022 ACADEMIC YEAR**

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**Introduction:**

The governing body aims to maximise the achievement of every pupil at the school and recognises the value of a well-motivated and capable body of teaching and support staff in the achievement of this.

The governing body is required to establish a whole school pay policy, monitor the implementation and outcome(s) of the arrangements and review the policy and its operation every year in consultation with the trade unions. This pay policy seeks to ensure that all staff are properly rewarded for their contribution towards this shared goal. This policy has been developed to comply with current legislation and the requirements of the School Teachers' Pay and Conditions Document.

In adopting the Pay Policy, the aim is to:

- Maximise the quality of teaching and learning at the school, by ensuring that implementation of the policy takes full account of the school's plans for improvement and development.
- Have proper regard for the work/life balance of staff at the school.
- Recruit, retain, motivate and develop staff.
- Be able to demonstrate that the policy and decisions on pay are managed in a fair, just and equitable way, recognising the principle of equal pay for like work and work of equal value.
- Determine the annual pay budget, including that for pay progression, compatible with the school's overall budget position.
- Be consistent with the school's appraisal policies.
- That the impact of the exercise of pay discretions does not contravene the Equality Act 2010.

This policy was adopted by the governing body of Tilston Parochial Primary School on 14<sup>th</sup> October 2021

The governing body has established a Pay Panel with fully delegated authority to make pay decisions based on the recommendations of the Headteacher. [The membership and terms of reference of the pay committee are attached (Appendix A).]

**Basic Principles:**

The staffing structure of the school is attached (Appendix B). All support staff and relevant teaching posts within the structure have detailed job descriptions which are periodically reviewed and which are written with due regard to enabling staff to maintain a reasonable work/life balance.

The governing body has determined the range and grade of each post in accordance with the STPCD or NJC job evaluation scheme, taking into account the duties and responsibilities of each post.

The governing body is committed to the operation of an appraisal process for teachers *[and support staff]*, with the objective of maximising the professional development of all staff and progress of pupils.

The governing body will ensure that all staff in school have access to advice, training and development opportunities appropriate to their needs.

### **Equality Act 2010**

The Governing Body will give due regard to equality considerations in adopting this policy and is satisfied that its application will not impact adversely on members of staff who have a protected characteristic as defined by the Equality Act 2010.

### **Pay Appeals Procedure:**

A member of staff may seek a review of any determination in relation to his or her pay or any other decision taken by the governing body (or committee or individual acting with delegated authority) that affects his or her pay.

The procedures to be followed for Teaching and Support staff are set out later in this document.

### **Support Staff:**

The governing body recognises and values the contribution made to the school by support staff.

### **Conditions of Service**

The pay and conditions for support staff are determined through the National Joint Council (NJC) for Local Government Services as adopted by Cheshire West and Chester Borough Council and the School. This group of staff includes all staff at the school that are not subject to teachers' pay and conditions.

### **Pay Spine**

The Governing Body has adopted the CW&C Council pay spine for support staff. A copy is available from the school office.

### **[CW&C Living Wage**

The Governing Body has adopted the CW&C Living Wage and this will mean that all staff will receive a minimum of £9.50 per hour. This rate will be reviewed annually.]

**Commented [HR1]:** Include if the Governing Body has adopted the CW&C Living Wage – note the new 2020/21 rate

### **Job Descriptions and Job Evaluation**

The governing body has determined the range and grade of each post in accordance with the NJC job evaluation scheme, taking into account the duties and responsibilities of each post.

### **Salary on Appointment**

It is expected that on appointment an individual will normally be placed at the first point of the relevant grade.

Where an individual was employed under the conditions of service of the NJC for Local Government Services immediately prior to appointment at the school, their starting pay should not be less than their previous salary, as far as this may be accommodated within the overall grade of the post.

Consideration may also be given to appointment above the first point of the scale in recognition of experience and/or qualifications and where there is a justifiable business case for doing so.

The Headteacher may offer an appointment on less than the full grading range where the employee will not be undertaking, initially, the full duties and responsibilities of the job. If such an arrangement is agreed with the successful applicant, the written notification will specify clearly the reasons why the full range is not being applied and the date when the situation will be reviewed, with a view to the full grading being applied. Application of the full grading will not entitle the employee to a pay increase under the re-grading provisions (unless they are currently paid below the minimum of the full grade).

### **Incremental Progression**

In accordance with the incremental progression procedure adopted by the Governing Body, support staff are eligible to move one point on their pay grade on either 1<sup>st</sup> April each year or the anniversary of their start date until the top of the range for the grade is reached. In all cases, there will be no incremental progression beyond the evaluated grade of the post.

An incremental progression point may be withheld in exceptional circumstances if the staff member is subject to capability procedures. The governing body may choose to award the incremental point at a later date when the staff member's performance has returned to satisfactory.

A member of staff may be paid one or more accelerated increment(s) within the grade for the job at any time, without prejudice to the normal annual increment, at the discretion of the Headteacher

### **Pay Appeals**

Any member of support staff may seek a review of their grade where they are able to demonstrate a substantial increase in their duties and responsibilities. The staff member should write to the headteacher setting out the grounds for a review. Where a case for review is made, the headteacher will arrange for the job details to be re-evaluated in accordance with the NJC Job Evaluation Scheme as adopted by Cheshire West and Chester Council.

If the member of staff remains dissatisfied, they will have a right of appeal to the Governors' Pay Appeal Panel. The member of staff will be given the opportunity to make representations in person and may be accompanied by a trade union representative or work colleague.

The decision of the Pay Appeal Panel will be final.

### **Salary on Promotion or Re-grading**

On appointment to a new role, or on re-grading of an existing role to a grade with a higher maximum salary, an employee will be paid a salary on the new grade which is at least one increment above the salary that they would have received in the former grade on the date of grading change. An increase of more than one increment may be justified in the case of a promotion but will be exceptional where the job is re-graded. The level of the starting salary is at the discretion of the Headteacher/Governing Body.

### **Acting Allowance**

Where a member of staff covers the full duties of a higher graded role on a temporary basis, for example to cover a vacancy or in the absence of the substantive post holder (other than to cover for annual leave), for a period of at least 4 weeks, they may be paid an acting allowance equivalent to the grade of the post they are covering. Acting arrangements are time limited and will be subject to regular review.

Where an employee is undertaking partial duties of a higher graded role, a special recognition payment may instead be considered.

### **Recognition Award Scheme**

Recognition awards to individual employees will be given for exceptional performance, normally something additional and something that requires greater skills or carries greater responsibilities. They are not given for doing the job the employee is appointed to do well.

The maximum payment will not exceed 7.5% of basic annual salary and the payment of anything in excess of 5% of basic annual salary will be exceptional.

Awards will be linked to Staff Appraisal and key tasks but there will be justification in some circumstances for recognition outside this process.

### **Retirement Awards**

#### **Community and Controlled Schools**

Employees who retire and access their pension, or if not a member of the pension scheme but would have been eligible to access their pension will receive a Retirement Award of a one-off payment of £20 per year of service. There are no minimum or maximum service criteria. The sum will be paid upon retirement.

#### **Aided and Foundation Schools**

Employees who retire with 20 years' service with the School / Council (which need not be continuous) will receive a lump sum payment of £870 in their last year of service (pro rata for part-time employees). The Award applies to all employees who qualify and for those in the Local Government Pension Scheme, it is pensionable.

**Commented [HR2]:** An award should not be given as a way of avoiding reviewing the grading of the job, as a market supplement, a retention payment, to seek to boost pensions or in recognition of extra hours worked. These should be addressed through grading review, payment for additional hours, time off in lieu, etc.

If agreed, awards should be linked to the reason for their payment and be paid upon completion of the task/project.

No award should be promised or paid without the approval of the Headteacher. They will require the endorsement of the GB.

Where appropriate, alternatives like additional leave or accelerated increments or a mixed approach should be considered.

A different approach should be taken where members of a team have jointly made a significant contribution to the service (which could include covering for others who have been seconded to a project). In these circumstances a more appropriate recognition could be a night out, vouchers for the cinema/ theatre or whatever, or even an additional day's leave, with the team preferences being considered. This would need to be approved by the Headteacher and endorsed by the GB.

**Commented [HR3]:** Governing Bodies may want to consider increasing the award as part of the annual review of their pay policy

The amount will be updated annually in line with the average pay increase for nonteaching employees.

### **Premium Payments**

In some circumstances voluntary overtime may be offered to staff to cover specific duties. In all cases, voluntary overtime must be agreed in advance of any work undertaken. In Aided and Foundation schools, the rate of pay for voluntary overtime will be time and a half for all hours worked in excess of 37 hours per week for grades 1 to 6. In Community and Controlled, the rate of pay for voluntary overtime will be time and half for all hours worked over 37 hours, for Grades 1 – 7.

Other premium payments will be in accordance with the provisions detailed on the eCWIP website. Details will be provided on request from the school office.

### **Teaching Staff:**

The governing body recognises and values the contribution made to the school by teaching staff. This group of staff includes all staff at the school that are subject to School Teachers Pay & Conditions, including unqualified teachers.

### **Conditions of Service**

Pay and conditions for teaching staff are negotiated nationally and the statutory requirements are set out in the School Teachers' Pay and Conditions Document (issued annually) and the Conditions of Service for School Teachers in England and Wales (known as the Burgundy Book).

### **Pay Ranges**

All teachers employed at the school are paid in accordance with the statutory provisions of the School Teachers' Pay and Conditions Document. A copy of the STPCD 2021 may be viewed in the school office or online (<https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>)

*Pay points within pay ranges used within this school are set out in the relevant paragraphs later in this policy.*

### **Retirement Gifts**

This scheme applies to a teacher who retires (i.e., is 60 plus years of age, is granted early release of pension [with or without redundancy] or Ill-Health retirement) having completed at least 20 years employment (the employment does not have to have been continuous) with the Borough Council, County Council or with an authority which merged to form the new County Council in 1974.

The employee may choose the gift within the following cost limits:

Minimum entitlement -	£110
Addition per complete year of employment beyond 20 -	£7
Maximum entitlement -	£184



A teacher cannot receive a cash award in lieu of a gift nor can cash be paid to make up the difference between the cost of the gift and the maximum entitlement. A teacher may add (within reason) to the entitlement if s/he prefers a gift of higher value than the entitlement allows. The choice of gift is subject to the approval of the Headteacher (or Governing Body, in the case of the retirement of the Headteacher). It should be a durable and tangible object and appropriate for the occasion.

### **Pay Reviews**

The governing body will ensure that every teacher's salary is reviewed with effect from 1 September each year and no later than 31 October (31 December for Head Teachers).

Pay reviews will be in respect of incremental progression within pay ranges or to consider applications to the Upper Pay Range.

Any annual pay award applying to the national pay framework will also apply to locally adopted pay points and allowances.

A pay decision will be made annually for all teachers. Where a teacher will be absent because of maternity leave at the time of the appraisal review, the appraiser will conduct an appraisal review prior to maternity leave starting and this will be used as the basis for a pay recommendation. Where a teacher is absent for the whole of the appraisal period the appraiser will use appraisal information from the next most recent appraisal to inform pay recommendations.

Where a teacher is on long term sickness absence at the relevant time or has had a long term sickness absence during the relevant appraisal period consideration will be given to making reasonable adjustments in relation to the assessment of their performance against success criteria as appropriate on a case by case basis.

Within one month of the determination, the governing body will provide the teacher with an individual written statement setting out their salary and any allowances to which they are entitled and advising where a copy of the whole school pay policy (including the staffing structure) may be inspected.

Pay reviews for all teachers, including the Headteacher, will be based on performance as recorded through staff appraisal. Every appraisal report will contain a pay recommendation for eligible staff. Pay recommendations and decisions will be based on an overall assessment of the teacher's performance which will include the extent to which teachers have met their individual objectives, teacher standards and other relevant standards

All teaching pay ranges are not incremental scales and there is no automatic right to pay progression. Decisions regarding pay progression will be made annually with reference to the most recent appraisal report. **Incremental progression for all teachers will be dependent on a successful appraisal** and shall not exceed two spine points in the course of any school year.

It is expected that pay recommendations will be in line with professional dialogue during the course of the appraisal year and will not be a surprise to the appraisee.

**Commented [HR4]:** Schools should seek advice from their HR Adviser in the circumstances referred to above to minimise the risk of unlawful discrimination. Options schools may wish to consider as "reasonable adjustments" are

- Extending or adjusting the appraisal period
  - Basing a judgment on known and evidenced assessed performance when in school.
- Please note that refusal of pay progression as a consequence of a pregnancy related absence may amount to direct discrimination and that the concept of "reasonable adjustment" does not apply to such absences. Schools are strongly advised to speak to their HR Adviser in such circumstances

It will be possible for a “no pay progression” determination to be made without recourse to the capability procedure.

Final decisions about whether or not to accept a pay recommendation will be made by the Governing Body (or Headteachers Pay Committee for the Headteacher), having regard to the appraisal report and taking into account advice from senior leaders (and external adviser in the case of the Headteacher). Reviews may take place at other times of the year to reflect any changes in circumstances or job role that leads to a change in the basis for calculating an individual’s pay. A written statement will be provided after any review and where applicable will give information about the basis on which it was made.

Where a pay determination leads or may lead to a period of salary 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.

**Teaching Staff Pay Appeals Procedure:**

A teacher may seek a review of any determination in relation to his or her pay or any other decision taken by the governing body (or committee or individual acting with delegated authority) that affects his or her pay.

Appeals may be made on the grounds that the person or committee by whom the decision was made has:

- a) incorrectly applied any statutory provision
- b) failed to have proper regard for statutory guidance
- c) failed to follow the school’s own policies (appraisal or pay) properly
- d) failed to take proper account of relevant evidence
- e) took account of irrelevant or inaccurate evidence
- f) was biased, and/or
- g) otherwise unlawfully discriminated against the individual concerned.

This list is not exhaustive.

The procedure for considering appeals is as follows:

*Informal stage*

As part of the Appraisal process, each teacher will be made aware of any pay recommendation to be reported to Governors.

Where a teacher is dissatisfied with a pay recommendation, they should (within five working days) request a meeting with their headteacher. The headteacher will, within a further five working days, arrange a meeting (at which the appraiser should be present) to enable the teacher to present their case and any additional evidence they feel has not been taken into account.

This meeting should take place prior to the meeting of the Governors Pay Panel and the teacher will also be advised before that meeting whether the pay recommendation is to be changed.

Where the headteacher is the appraiser, the teacher will have the right to submit written representations which will be included in the paperwork submitted to the Governors Pay Panel.

Following the meeting of the Pay Panel teachers will receive written confirmation of their pay determination and the basis upon which the decision was made.

**Commented [HR5]:** Teachers should be notified as soon as possible following the Pay Panel meeting and no later than five working days after the meeting. A Model Letter for this purpose is available on the eCWIP website.

#### *Formal stages*

##### *Stage 1- Pay Hearing*

1. Where a teacher is dissatisfied with a pay decision, they should set down in writing their reasons in sufficient detail for a response to be prepared and send it to the Chair of the Governors' Pay Panel, within ten working days of the notification of the pay decision.
2. The Chair of the Pay Panel will arrange a hearing within ten working days of receipt of the written appeal, at which they will consider the case and give the staff member an opportunity to make representations in person. Following the hearing the employee should be informed in writing of the decision and the right to appeal. The deadline for any appeal will be ten working days from receipt of written confirmation of the Stage 1 decision.

##### *Stage 2 – Appeal*

3. Any pay appeal will be heard by a panel of three Governors who were not involved in the original determination normally within twenty working days of the receipt of the written notification of appeal. The member of staff will be given the opportunity to make representations in person. The decision of the appeal panel will be given in writing and where the appeal has been rejected this will include a note of the evidence considered and the reasons for the decision. The decision of the governors at this hearing will be final.

At all hearings under formal procedures the staff member is entitled to be accompanied by a trade union representative or work colleague. Where possible the trade union representative or work colleague will be consulted on the proposed date of a hearing. If a date is set at which the colleague or trade union representative is unable to attend, the teacher may suggest an alternative date and time provided it is reasonable and is not more than five working days after the original date.

#### **Pay Range for Head Teachers**

The governing body has a statutory duty to assign a school group size and a pay range for the head teacher. The governing body will calculate the head teacher group size each September in accordance with the current STPCD. The governing body will assign or review a pay range when planning a new appointment, when the school group changes or where there is a change in the school's circumstances that leads to a significant change in the responsibilities of the post.

**Commented [HR6]:** For appointments after 1 September 2014, the headteacher pay range can be any number of increments and a head teacher may be paid at any point on the pay range provided there is appropriate scope within the range to allow for performance related progress over time. From that date, Headteachers can no longer be awarded recruitment or retention payments. Head teachers already in receipt of such payments may continue to receive them but they cannot be up rated, and they should continue to be kept under review. The circumstances in which a headteacher pay range can be set above the top of the headteacher Group range are set out in the STPCD.

Further guidance is available in DfE Implementing Your School Approach To Pay [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/786098/Implementing\\_your\\_school\\_s\\_approach\\_to\\_pay.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/786098/Implementing_your_school_s_approach_to_pay.pdf)

DfE Implementing Your School Approach to Pay

The governing body will ensure that the process of determining the remuneration of the head teacher is fair and transparent. There will be a proper record made of the reasoning behind the determination of the pay range and the ratification of decisions made in this respect.

The headteacher pay range for the academic year 2021-2022 is L11-L17.

The headteacher pay range is not an incremental scale and there is no automatic right to pay progression. Decisions regarding pay progression will be made annually with reference to the most recent appraisal report. Any movement up the pay range will only be made where there has been sustained high quality of performance reflected in a successful appraisal and shall not exceed two spine points in the course of any school year.

Guidelines for movement up the pay range are as follows:

- No increment: significant failure to achieve one or more objectives or overall job performance unsatisfactory
- One increment: objectives substantially met, overall job performance good and evidence of a demonstrable impact on pupil progress
- Two increments: objectives significantly exceeded, overall job performance excellent and evidence of a demonstrable impact on pupil progress

It will be possible for a 'no pay progression' determination to be made without recourse to the capability procedure. In the event that the headteacher is not making sufficient progress for a successful appraisal to be achieved, the Chair of the Headteacher's Appraisal Committee will write to him/her as soon as this becomes apparent to agree appropriate support.

#### **Determination of discretionary payments to Headteachers**

The governing body will determine a pay range which takes into account the full responsibilities of the Head Teacher's post as and when it sees fit. Any discretionary payments in addition to the salary arising from the headteacher's point on the pay range will be made in accordance with the STPCD. The total of all discretionary payments made to a headteacher in respect of any school year (with the exclusion of residential payments and/or relocation expenses) will not exceed 25% of the amount which corresponds to their point on the assigned pay range in that year, unless there are exceptional circumstances. The total sum of salary and other payments made to the headteacher will not exceed 25% above the maximum of the headteacher group range unless there are wholly exceptional circumstances, external advice has been sought and with the agreement of the governing body.

It will be wholly exceptional to make discretionary payments which exceed the limit of 25%. If it is considered that there are wholly exceptional circumstances that warrant a payment in excess of this limit, the governing body will make a business case, and will seek external independent advice from the Local Authority as to whether the provisions of the document have been properly applied to the headteacher's pay. The governing body will keep a full and accurate record of advice received and all decisions made by the governing body and the reasoning behind them.

In making any decision to exercise its discretion in this respect, the governing body will ensure that to action such an increase will offer the school value for money in the services it is able to provide in relation to the costs incurred and will require evidence to support any such case.

School Teachers Pay and Conditions allow the Governing Body to consider discretionary payments in addition to the headteachers point on the pay range. These payments should not exceed 25% of the amount which corresponds to their pay point. Further guidance is available in Implementing Your School Approach to Pay and from Schools HR Consultancy.

## Pay Ranges for Other Classroom Teachers

### Pay on appointment

The starting salary of a teacher on appointment to this school will be determined by the appointing panel taking account of the skills and experience and previous salary of the teacher; details included in any advert and the provisions of the STPCD.

The school is committed to the principle of pay portability and will apply this principle in practice where appropriate when making all new appointments.

### Main Pay Range

Qualified teachers who are not entitled to be paid on any other pay range will be paid in accordance with the school's main pay range. These are based on the advisory pay points detailed in STPCD

Scale Point	£
1	£25,714
2	£27,600
3	£29,664
4	£31,778
5	£34,100
6	£36,961

The main pay range is not an incremental scale and there is no automatic right to pay progression. Decisions regarding pay progression will be made annually with reference to the most recent appraisal report.

**Commented [HR7]:** Head teachers are not eligible for teaching and learning responsibility payments.

**Commented [HR8]:** Governing bodies are no longer required to match a teacher's existing salary on either the main, upper or the unqualified pay scales. Governors need to determine the policy of pay on appointment for their school. Options include (but are not limited to)

- matching the pay point of a teacher
- restrict the pay range only to the minimum and maximum of the Main Pay Range; or the minimum of the Main Pay Range and the maximum of the Upper Pay Range and determine on appointment.
- determining the pay range for a vacancy prior to advertising it and deciding the starting salary within that range to be offered to the successful candidate taking 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
- always appointing to the bottom of the relevant pay range
- recognising service in other maintained schools and awarding an increment for each year
- recognising service in other CWAC schools and awarding a point for each year
- recognising other teaching or non-teaching experience
- delegating the decision on a case by case basis to the appointing panel.

For unqualified teachers

- one point for holding a recognised overseas training qualification.
  - one point for a recognised post-16 teaching qualification.
  - one point for one or more recognised qualifications relevant to their subject area.
  - one point for each period of [number] years of service as an overseas trained teacher.
  - one point for each period of [number] years of service teaching in further education, including 6<sup>th</sup> form colleges.
  - one point for each period of [number] years of service teaching in higher education.
  - one point for each period of [number] years spent working outside of teaching but in a relevant area. This may include industrial or commercial training, work in a relevant occupation, and experience with children/young people.
- The trade union view is that Governing Bodies will apply the principle of pay portability in making pay determinations for all new appointees.

**Commented [HR9]:** Governing Bodies are only required to adopt the minimum and maximum of the pay range for qualified teachers as set out in the STPCD. However, the DfE have now issued advisory pay points in the STPCD which are those detailed in this section. GB's are free to determine whether to use these advisory pay points or use their own as long as they remain within the minimum and maximum.

Any movement up the pay range will only be made where there has been sustained high quality of performance reflected in a successful appraisal and shall not exceed two spine points in the course of any school year.

For continued good performance as defined in this school's pay and appraisal policies, teachers can expect to progress to the top of their pay range.

The circumstances in which the governing body will consider awarding one pay point are where the appraisal outcome confirms the teacher is meeting the relevant Teachers' Standards and the majority of teaching is assessed as at least good.

The circumstances in which the governing body will consider awarding two pay points are where the appraisal outcome confirms the teacher is significantly exceeding the relevant Teachers' Standards and all teaching is assessed as outstanding.

Decisions on pay progression for newly qualified teachers subject to statutory induction arrangements will be taken by 31<sup>st</sup> October each year to take effect on 1 September that year and will be based on a recommendation from the headteacher which takes account of the teacher's assessment under the induction arrangements and against the Teachers' Standards.

It will be possible for a 'no pay progression' determination to be made without recourse to the capability procedure. In the event that a teacher is not making sufficient progress for a successful appraisal to be achieved, the appraiser will write to the teacher as soon as this becomes apparent to alert him/her and agree appropriate support.

Decisions on pay progression for newly qualified teachers subject to statutory induction arrangements will be taken by 31<sup>st</sup> October each year to take effect from 1<sup>st</sup> September that year and will be based on a recommendation from the headteacher which takes account of the teacher's assessment under the induction arrangements and against the Teachers' Standards.

Decisions on pay progression for newly qualified teachers subject to statutory induction arrangements will be taken by 31 October each year to take effect on 1 September that year and will be based on a recommendation from the headteacher which takes account of the teacher's assessment under the induction arrangements and against the Teachers' Standards.

### **Upper Pay Range**

Qualified teachers who have been assessed by this school as meeting the standards for payment on the Upper Pay Range will be paid in accordance with the school's upper pay range. These are based on the advisory pay points detailed in STPCD

**Commented [HR10]:** Governing Bodies are only required to adopt the minimum and maximum of the upper pay range for qualified teachers as set out in the STPCD. GB's are free to determine whether to adopt incremental points within that range and if so, the number and value of these, although may seek to adopt the new advisory pay points.  
GB's may wish to adopt reference scale points as set out or to divide these further provided that teachers have a reasonable understanding of the pay progression available to them subject to performance.

Scale Point	£
Minimum	£38,690
U2	£40,124
Maximum	£41,604

Decisions regarding pay progression will be made with reference to the most recent appraisal report. **Incremental progression for all teachers will be dependent on a successful appraisal.**

### **Progression To The Upper Pay Range**

It is the responsibility of teachers to decide whether they wish to apply to be paid on the Upper Pay Range. Determinations as to whether a teacher progresses to the upper pay range will be made in accordance with the STPCD and the process set out in this pay policy.

In this school teachers will be eligible to apply for progression where the teacher has progressed to the top of the school's main pay range, has been at the top of the Main Pay Range for at least a year in this school and is demonstrably working to the UPR standards.

An application from a qualified teacher will be successful where the Governing Body is satisfied that the teacher has evidence of high performance in this school in the previous two years which shows that the teacher is highly competent in all elements of the teacher's standards and that their achievements and contribution to the school are substantial and sustained and they are able to demonstrate that they have developed professionally in their teaching expertise.

Where a teacher has had a period of extended absence during the reference period, the individual circumstances will be taken into account by Governors.

Teachers may apply to be considered for progression to the upper pay range once per year. Where a teacher is intending to apply to progress to the UPR, they are advised to notify their appraiser at the start of the appraisal year.

Applications should be submitted to the headteacher, using the form attached as Appendix E, in advance of their annual appraisal review and a recommendation will be made by 31<sup>st</sup> October for consideration by the Governing Body Pay Panel and if successful, pay awards will take effect from 1<sup>st</sup> September in the year of application.

Where a teacher has been assessed as meeting the standards, they will be appointed to the first point on the Upper Pay Range or at a point determined by the assessing panel.

It will be possible for a 'no progression' determination to be made without recourse to the capability procedure.

Where the teacher has indicated at their annual appraisal meeting that they intend to apply for progression to the UPR at the end of the appraisal period, then in the event that a teacher is not making sufficient progress for a successful application, the appraiser will write to the teacher as soon as this becomes apparent to alert him/her and agree appropriate support.

### **Additional Allowances**

#### **Acting allowance**

Where a teacher is assigned and carries out duties of a head teacher, deputy head teacher, or assistant head teacher, but has not been appointed as an acting head teacher, deputy head teacher or assistant head teacher, the governing body will, within the period of four weeks beginning on the day on which such duties are first assigned and carried out, determine whether or not an 'acting allowance' must be paid in accordance with the following provisions.

Where the governing body determines that an acting allowance will not be paid but the relevant duties continue, then the governing body may review this decision and make a further determination at a future date as to whether or not an acting allowance may be paid.

If paid, the acting allowance will be of such value as to ensure that the teacher receives remuneration of equivalent value to such point on the leadership pay spine as the governing body has determined applies to the head teacher, deputy head teacher or assistant head teacher (as set out in this policy).

For as long as an acting allowance is being paid, the teacher will be expected to undertake the professional responsibilities applicable to a head teacher, deputy head teacher or assistant head teacher and work to the relevant teachers' standards.

#### **Part-time Teachers**

Teachers employed on an ongoing basis at the school who work less than a full working week are deemed to be part time. The governing body will ensure that part time teachers are given a written statement detailing their working time obligations (within and beyond the school day) and the standard mechanism used to determine their pay, subject to the provisions of the statutory pay arrangements and by comparison to the school's timetabled teaching week for a full time teacher in an equivalent post.

Part time teachers will be paid a pro-rata percentage of the appropriate full time equivalent salary and the same percentages will be applied to any allowances (except TLR3) awarded to a part time teacher as set out in the STPCD.



### **Payment for In-Service Teacher Training (INSET)**

The governing body will make payments to all teaching staff who undertake voluntary INSET at weekends or during school closure periods. Payment for such activities will be based upon the savings derived from avoiding the need for supply cover. All payments must be paid with salary and will be subject to income tax and national insurance deductions and pension contributions.

### **Part-time teachers**

Teachers employed on an on-going basis at the school who work less than a full working week are deemed to be part time.

The governing body will ensure that part time teachers are given a written statement detailing their working time obligations (within and beyond the school day) and the standard mechanism used to determine their pay, subject to the provisions of the statutory pay arrangements and by comparison to the school's timetabled teaching week for a full time teacher in an equivalent post.

Part time teachers will be paid a pro-rata percentage of the appropriate full time equivalent salary and the same percentages will be applied to any allowances awarded to a part time teacher as set out in paragraphs 43 and 68.5 of the STPCD 2013.

### **Short notice/supply teachers**

Teachers employed on a day to day or other short notice basis will be paid according to their current pay point when it is a teacher used regularly by the school; this includes the use of a job-share partner to provide cover when their co-teacher is not in school.

Other supply teaching staff will be paid at MPR 2 unless there are special educational reasons to pay a different rate (for example, a teacher who is providing specialist support through 'booster' groups or 1:1 tuition).

Teachers employed on a day-to-day or other short notice basis must be paid in accordance with the STPCD 20178 on a daily rate calculated by dividing the annual amount by 195.

Teachers who work less than a full day will be hourly paid and will have their salary calculated by dividing the annual amount by 1,265 to give an hourly rate.

A short notice teacher who is employed by the school or another school in the authority throughout a period of 12 months (beginning August or September) will not be paid more in respect of that period than s/he would have if s/he had been in regular employment throughout the period.

### **Additional responsibilities and activities due to or in respect of the provision of services by the head teacher relating to the raising of educational standards to one or more additional schools**

The Headteacher may occasionally provide services to other schools, for example as a consultant leader, school improvement partner, local leader of education or national leader of education.

Such arrangements will be subject to the agreement of the Governing Body and when entered into, the governing body will determine how much, if any additional payment will be made to the Headteacher and for how long. Payments are not automatic.

The governing body will also, in such circumstances, consider whether to review the remuneration of other staff whose duties and responsibilities may be impacted on by the head teacher's additional role.

Where such additional responsibilities are temporary, any related additional payments will also be temporary. Safeguarding arrangements will not apply when such payments cease.

**Payment for In-Service Teacher Training (INSET)**

The governing body will make payments to all teaching staff who undertake voluntary INSET at weekends or during school closure periods. Payment for such activities will be based upon the savings derived from avoiding the need for supply cover. All payments must be paid with salary and will be subject to income tax and national insurance deductions and pension contributions.

**Salary sacrifice**

The governing body supports salary sacrifice arrangements in respect of Childcare vouchers, bicycles and mobile phones. Arrangements will be made to enable staff to participate in these schemes should they wish to do so.

## **Appendix A – Governing Body Terms of Reference**

### **GOVERNING BODY PAY PANEL TERMS OF REFERENCE**

#### MEMBERSHIP

- The Pay Panel will comprise of at least three governors.
- Governors employed at the school will not be eligible for membership of the Pay Panel,

#### PAY POLICY

The Pay Panel is responsible for:

- Establishing the school's pay policy, in consultation with the head teacher, staff and trade union representatives, and submitting it to the governing Body for approval.

The Governing Body is responsible for:

- Formal approval of the policy

#### MONITORING AND REVIEW OF THE PAY POLICY

The Pay Panel is responsible for:

- Reviewing the policy annually, in consultation with the head teacher, staff and trade union representatives, and submitting it to the governing Body for approval.

The Governing Body is responsible for:

- Considering an annual report, including statistical information, on decisions taken in accordance with the policy.

#### PAY DECISIONS

The headteacher is responsible for:

- Ensuring that pay recommendations for the deputy and assistant headteacher(s), classroom teachers and support staff are made and submitted to the Pay Panel.
- Advising the Pay Panel on the reasons for the recommendations, and
- Ensuring that staff are informed of the decisions of the Pay Panel and of their right of appeal.

The Pay Panel is responsible for:

- Taking decisions regarding the pay of the deputy and assistant head teacher(s), classroom teachers and support staff following the consideration of the recommendations of appraisers and the advice of the head teacher.
- Taking decisions on the pay of the headteacher following consideration of the recommendations of the governors responsible for the head teacher's appraisal review.
- Submitting reports of these decisions to the Governing Body; and
- Ensuring that the head teacher is informed of the outcome of the decision of the Pay panel and the right of appeal.

The Pay Appeals Panel of the Governing Body is responsible for:

- Taking decisions on appeals against the decision of the Pay Panel in accordance with the terms of the pay appeals procedure set out in the Pay Policy.

Appendix B - Staffing Structure 2020 – 21

Year	Number	Total	Teachers	Teaching Assistants
<b>6</b>	15	30	Miss Winter	<b>Mrs Kehoe</b>
<b>5</b>	15			
<b>4</b>	15	29	Mrs Hughes 0.6 Mrs Callister 0.5	<b>Mrs Huxtable</b> <b>Ms Harrison</b>
<b>3</b>	14			
<b>2</b>	14	30	Mrs Bryan 0.88 Mrs Berry 0.33	<b>Mrs Griffin</b> <b>Mrs Hegarty</b>
<b>1</b>	16			
<b>R</b>	12	20	Mrs Edwards	<b>Mrs Toan, Mrs Hewitt,</b> <b>Ms Jukes</b>
<b>N</b>	8			

Appendix C - Teacher Standards

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/665522/Teachers\\_standard\\_information.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/665522/Teachers_standard_information.pdf)

## *Appendix D – Conduct of Pay Hearings*

### **Conduct of Pay Hearings**

The procedure at the hearing will normally be as follows:

1. The hearing will be conducted by either the Pay Panel or Pay Appeal Panel of the Governing Body as appropriate.
2. The Panel be advised/supported by an HR Adviser.
3. The Chair of the Panel will satisfy himself/herself that all those present understand the purpose of the hearing.
4. The employee or his/her representative will be invited to present their case.
5. The management representative will be given the opportunity to question the employee or his/her representative.
6. The management representative will be invited to respond to the employee's case.
7. The employee and/or representative will be given the opportunity to question the management representative.
8. At any stage during the hearing any member of the Panel and any adviser(s) may ask questions of the employee, their representative or the management representative, as they may consider appropriate in order to ascertain the facts and arguments.
9. The employee or their representative will then be invited to make a closing statement not introducing any new material.
10. The management representative will be given the opportunity to make a closing statement also without introducing any new material.
12. Both parties will withdraw to allow the Panel to review and consider the evidence and arguments in conjunction with any advisers.
13. The Panel will then recall both parties to inform them of their decision. The decision will normally be announced personally to the parties as soon as it is possible on the day of the hearing. If it is not possible to make a decision immediately the parties will be informed of this. The decision will be confirmed in writing and delivered to the employee either by hand or electronically with a copy to the trade union representative (sent electronically) or work colleague and the management representative.

## **Appendix E – Upper Pay Range Application Model Guidance**

### **UPPER PAY RANGE APPLICATIONS MODEL GUIDANCE**

#### **ELIGIBILITY CRITERIA**

To be eligible to apply for the UPR, a teacher must [details]

To be eligible to apply for progression within the UPR, a teacher must [details]

#### **UPPER PAY RANGE CRITERIA**

Progression to and within the UPR will be successful where the Pay Panel are satisfied that a teacher.

- is highly competent in all elements of the teachers' standards
- by their achievements, can demonstrate a substantial and sustained contribution to this school.

In this school, "highly competent" means [detail]

In this school, "substantial" means [detail]

In this school, "sustained" means [detail]

Applicants are also advised to consider and reflect on the Teachers Standards.

#### **APPLICATION PROCESS**

- Teachers may apply to be considered for progression to or within the upper pay range once per year.
- Applications should be submitted to the headteacher using the form attached as Appendix F, in advance of their annual appraisal review and a recommendation will be made by 31 October for consideration by the Governing Body Pay Panel
- Applications will be considered by the Governing Body Pay Panel who will also be provided with a copy of the teacher's Appraisal Review Statement which will include the Appraiser's recommendation on progression.
- For applications to the UPR, where a teacher has been assessed as meeting the standards, they will be appointed to [details e.g., the first point on the Upper Pay Range or at a point determined by the Pay Panel].

- If successful, pay awards will take effect from 1 September in the year of application.



**Appendix F – Model Application Form**

**MODEL APPLICATION FORM  
FOR PROGRESSION TO OR WITHIN THE UPPER PAY RANGE**

**NAME**.....

**POST**.....

*This form should be used by teachers who wish to apply to progress to or within the Upper Pay Range.*

**1. HIGHLY COMPETENT IN ALL ELEMENTS OF THE TEACHERS STANDARDS.**

The Pay Panel will consider your assessment against the teachers standards relevant to your career stage as contained in your Appraisal Review Statement. Please attach a copy of your Appraisal Report.

**2. ACHIEVEMENTS AND CONTRIBUTION**

Please set out below a supporting statement of no more than two sides of A4 describing in your own words and giving examples and supporting evidence of

- your achievements over the last two years
- how you have developed professionally, and
- your substantial and sustained contribution to school life