



Pay Policy

**Based on Policy Adoption Information – B&H Model Pay Policy for Schools –
effective from 1st September 2025**

Approved by Governors 27th November 2025

A. NAME OF POLICY: B&H Model Pay Policy 2025

This policy will replace the previous 2024 B&H Model Pay Policy.

See also the Model Appraisal Policy and the Supplementary Guidance for Appraisers of Teachers in B&H for relevant information.

B. RELEVANT DATES: Date policy effective: 1 September 2025

C. STATUS OF POLICY

This new Model Pay Policy covers the period 1 Sept 2025 – 31 Aug 2026. School unions have been consulted on the updated policy on behalf of B&H teachers, so the policy can be effective once the governing body approves it.

On issuing advice, the LA will assume that governing bodies are working to this model policy, unless it is notified differently (see section G on governing body

responsibilities below). Should an alternative policy or wording be considered, then schools must undertake separate detailed consultation with accredited trades union reps or officers of the teaching unions.

D. REASON FOR NEW POLICY/POLICY UPDATE

Governing bodies are required to agree a Pay Policy for the school each year and to keep it under regular review. This revised 2025 Model Pay Policy for B&H schools meets statutory requirements and has been reviewed by heads and unions from B&H schools to make it more effective locally (see F below for details of formal consultation undertaken).

This 2025 model policy incorporates the changes made to the STPCD in 2025 and takes account of the Department for Education advice for maintained schools and local authorities on changes to schoolteachers' pay and conditions 2025.

E. KEY DIFFERENCES BETWEEN THE OLD/NEW POLICY

Please see below for the major differences between the 2024 pay policy and the 2025 pay policy. Please note that relevant dates and web references have been changed within the policy and are not highlighted below.

For any detailed queries on the policy changes please jo.prior@brighton-hove.gov.uk

Page/Section	Key Change
Page 4 Background and Introduction	<p>In line with the recommendations of the STRB, from 1 September 2025 a 4% increase will be applied to all pay and allowance ranges and advisory points.</p> <p>All pay uplifts will be back dated to 1 September 2025.</p> <p>Performance related pay was removed as a requirement from September 2024.</p> <p>Information relating to flexible working has been added.</p>
Page 9 Section 7	This section explains the 2025 STPCD pay uplift changes.
Page 13 Section 9	TLR and SEN rates shown here change to 2025 rates and method of calculation.
Page 28 Appendix 3	2025 Salary Pay Rate changes*

Page/Section	Key Change
	Appendix 3 has been revised to include all the national pay uplifts to the teacher scales.
Throughout the document	Dates, rates, links, and references to numbering in the STPCD have been updated. Reference and link to the Appraisal Policy remains.

See section 3 below entitled: 'Information for Heads/Governing Bodies in drawing up individual school pay policies based on the B&H model' to assist in the development of your individual school pay policy.

F. CONSULTATION DETAILS

Representative headteachers for each phase group and head & teacher unions have been consulted on the above changes. The local consultation seeks to determine a Brighton & Hove approach to annual pay change implementation, recognising the flexibility on the STPCD for individual governing bodies to make local decisions in some areas.

G. GOVERNING BODY RESPONSIBILITIES

The governing body is responsible for agreeing a School Pay Policy and keeping it under review on a regular basis, including responsibility for monitoring the equalities aspects of implementation.

This amended B&H model may be adopted as it is (subject to the minor school customisation changes that need to be made). This is because consultation has taken place with all the school teaching union reps at the LA level, on behalf of the teaching workforce.

If there are substantial changes to be made to the recommended model pay policy, the governing body will need to undertake separate further consultation at a local school level with accredited trade union reps/officers of the teaching unions. Governing bodies have been asked to inform HR of any alternative policy wording at the earliest opportunity.

The School Pay Policy should be agreed as soon as possible but will have retrospective effect from 1 September 2025 (with any pay increases as a result of uplifts being backdated to this date).

H. HEADTEACHER RESPONSIBILITIES

Headteachers are responsible for informing their governing body of recommended changes to policy for school employees and providing information to the governing body to assist decision making. School staff should be informed of the proposed changes through normal staff briefing mechanisms. N.B. the Head may delegate responsibility for the above to another named individual within the school.

1. Academies / Free Schools in B&H

Please note the above. As the employer in each case and due to statutory teachers' pay requirements not being applicable, it is for these bodies to decide whether they wish to adopt this policy, which is recommended to all B&H schools. Each academy or free school will need to consider their local arrangements including obligations in contracts of employment and undertake appropriate consultation at a local level with accredited trades union reps or officers of the teaching unions.

N.B. All information can be found on BEEM. [Resources | Page | SLA Online \(sla-online.co.uk\)](https://www.beem.org.uk/resources/page/sla-online/sla-online.co.uk)

3. DETAILED INFORMATION FOR HEADS / GOVERNORS TO HELP DRAW UP YOUR INDIVIDUAL SCHOOL PAY POLICY (BASED ON THE B&H MODEL)

General instructions on customising the Policy for your school

The **orange text** within the Model Pay Policy document provides directions for schools on where you may enter your own wording in consultation with accredited trades union reps or officers of the teaching unions. **We recommend that you accept the B&H model wording shown in green.** Where there is an asterisk* shown or a heading entitled *Guidance*, you will need to make a choice on the options available. Elements in black text forms a core part of the Model Pay Policy and should be adopted.

Once you have decided on any local customisation wording and options recommended in the guidance:

- delete the **orange text** instructions within the document;
- turn the **green text** that you have retained into **normal black font**;
- confirm all the rest of the wording within the policy.

4. APPRAISAL AND SUPPLEMENTARY GUIDANCE DOCUMENTS

The model Teacher Appraisal Policy for schools was reviewed and updated in 2024 to reflect updates to the DfE teacher **appraisal** & **capability** guidelines following the government accepting the recommendations of the School Teachers' Review Body (STRB) to publish updated guidance in 2024.

N.B. From September 2024 most teachers will automatically receive annual increments subject to the terms of the pay policy. From September 2024 incremental progression will automatically be applied (where appropriate) unless you notify payroll that this should not be the case.

The annual change/uplift to Teacher Pay scales reflected in the STPCD and updated model Pay Policy for schools is separate to progression up teacher pay scales or progression via the application process through the threshold to the Upper Pay Scale.