

Three Counties Academy Trust



Teachers' Pay Policy

#HR7

Last amended 5th July 2026 (v1.0)

Policy lifespan: As determined by Hoople HR. Subject to annual compliance check. Next full review 4th October 2025.

Statement of intent

At Three Counties Academy Trust (TCAT), we want to invest in our staff and provide them with a secure and long-lasting relationship as employees of TCAT.

The purpose of this policy is to provide clear, consistent, and fair procedures that enable school leaders to apply performance related pay principles to individual teaching staff situations.

The purpose of this pay policy is to set out the principles for determining all decisions on teachers' pay. It has been developed to comply with current legislation and the requirements of the School Teachers' Pay and Conditions Document (STPCD) and has been consulted on with recognised trade unions. This policy covers all staff on Teachers Terms and Conditions.

This policy should be read in conjunction with the Appraisal Policy and Procedure and the DfE document "Making Data Work" and a common-sense approach applied.

The procedures within this policy document will be followed as prescribed.

To that effect, we subscribe to and promote the Teachers' Pay Policy (HR007) as set out by our HR partners Hoople and used across the county of Herefordshire. The latest version of this policy will be the version used if and when need arises.

The latest (HR007) Teachers' Pay Policy can be obtained on request from the TCAT Central Team or from the Headteacher/Head of School and is the full and unabridged version as ratified by Hoople and adopted by the TCAT Trust Board.

Please note, where Hoople can at times have not ratified a new version of a policy before their planned review date, we will always use the latest version available, even where that may fall outside date scope until Hoople have approved a replacement.