



**Twyford**  
**C of E**  
Academies Trust

<b>Document Title</b>	<b>Pay Policy</b>
<b>Committee Responsible for Policy</b>	<b>Resources Committee</b>
<b>Review Frequency</b>	<b>Every year</b>
<b>Last Reviewed</b>	<b>October 2023</b>
<b>Next Review Due</b>	<b>October 2024</b>
<b>Policy Author</b>	<b>Director of Finance &amp; Operations</b>

## Assessment of the Impact of a Policy on Equality & Diversity

<b>Policy:</b> Pay Policy	
<b>Impact assessed by:</b> R Lane	<b>Date:</b> 4/10/2023
<b>1. What is the potential for this policy impacting a person or group with a protected characteristic differently (favourably or unfavourably) from everyone else?</b>  Staff from protected groups could receive lower pay than the general staff population due to a provision in this policy.	
<b>2. How would this be evidenced?</b>  By monitoring pay gap information and investigating reasons for pay gaps.	
<b>3. Is there evidence that the operation of the current policy might impact a person or group with a protected characteristic differently from everyone else?</b>  Although there is a gender pay gap this does not appear to be due to this policy.	
<b>4. If the answer to 3 is 'Yes', please provide details and evidence.</b>	
<b>5. How might the new policy change this?</b>	
<b>6. Are there any other changes to the policy which might impact a group with a protected characteristic differently from everyone else?</b>  No.	
<b>7. If the answer to 6 is 'Yes', please provide details and evidence.</b>	
<b>8. Policies are required to reduce or eliminate inequality and disadvantage and promote diversity. Does this assessment indicate that the Policy passes or fails this test?</b>  PASS	

# Pay Policy

## **1 Statement of Intent**

The prime statutory duty of governing bodies in England, as set out in paragraph 21(2) of the Education Act 2002 is to “...conduct the school with a view to promoting high standards of educational achievement at the school.” The pay policy is intended to support that statutory duty. The Board of Directors of Twyford C of E Academies Trust will act with integrity, confidentiality, objectivity and honesty in the best interests of the Trust; will be open about decisions made and actions taken, and will be prepared to explain decisions and actions to interested persons. Its procedures for determining pay will be consistent with the principles of public life: objectivity, openness and accountability.

## **2 Minimum Levels of Pay**

The Trust will comply in full with minimum wage legislation. The Board of Directors have decided to go further and pay all staff who are directly employed and contract staff (for example those providing cleaning and catering services) at least the London Living Wage, as independently assessed and advised by the Living Wage Foundation, in accordance with Living Wage Foundation accreditation requirements. This policy has been adopted to help ensure all staff are able to meet their living expenses, to ensure consistency with the Church of England’s stance on this issue and to protect and enhance the Trust’s reputation as a good employer.

## **3 Equalities Legislation**

The Board of Directors will comply with relevant equalities legislation:

- Employment Relations Act 1999
- Equality Act 2010
- Employment Rights Act 1996
- The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002
- The Agency Workers Regulations 2010

The Board of Directors will promote equality in all aspects of school life, particularly as regards all decisions on advertising of posts, appointing, promoting and paying staff, training and staff development.

See ‘Board of Directors obligations’ in relation to monitoring the impact of this policy.

## **4 Equalities and Performance Related Pay**

The Board of Directors will ensure that its processes are open, transparent and fair. All decisions will be objectively justified. Adjustments will be made to take account of special circumstances, e.g. an absence on maternity or long-term sick leave. The exact adjustments will be made on a case-by-case basis.

The school will do everything in its power to make a performance-related judgement. If little or no performance evidence is available from the relevant appraisal cycle, because the teacher has been away from school due to pregnancy, maternity or disability-related illness, it will use evidence from previous appraisal cycles.

In the absence of any evidence that the teacher would not have received the increase in pay, the school will make a pay award to avoid discrimination.

## **5 Job Descriptions**

The head teacher will ensure that each member of staff is provided with a job description in accordance with the staffing structure agreed by the Board of Directors. Job descriptions may be reviewed from time to time, in consultation with the individual employee concerned, in order to make reasonable changes in the light of the changing needs of the Trust. Job descriptions will identify key areas of responsibility. All job descriptions will be reviewed annually as part of the appraisal process.

## **6 Access to Records**

The head teacher will ensure reasonable access for individual members of staff to their own employment records.

## **7 Appraisal**

The Board of Directors will comply with The Education (School Teachers' Appraisal) (England) Regulations 2012 concerning the appraisal of teachers.

The appraisal regulations state that appraisal objectives, for all teachers, including the leadership group, must be such that, if they are achieved, they will contribute to:

- (a) Improving the education of pupils at that school; and
- (b) The implementation of any plan of the board of Directors designed to improve that school's education provision and performance.

Assessment will be based on evidence from a range of sources (see the Trust's Performance Management Policy). Although the Trust will establish a firm evidence base in relation to the performance of all teachers, there is a responsibility on individual teachers and appraisers to work together. Teachers should also draw attention to any evidence in their portfolio that they deem is appropriate in relation to meeting their objectives, the Teachers' Standards and any other criteria (ie application to be paid on Upper Pay Range) so that such evidence can be taken into account at the review.

The head teacher will moderate objectives to ensure consistency and fairness; the head teacher will also moderate performance assessment and initial pay recommendations to ensure consistency and fairness

## **8 Board of Directors Obligations**

The Board of Directors will fulfil its obligations to:

- Teachers: as set out in the School Teachers' Pay and Conditions Document (the Document [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1022624/School\\_teachers\\_pay\\_and\\_conditions\\_document\\_2021\\_and\\_guidance\\_on\\_school\\_teachers\\_pay\\_and\\_conditions.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1022624/School_teachers_pay_and_conditions_document_2021_and_guidance_on_school_teachers_pay_and_conditions.pdf)) and the Conditions of Service for School Teachers in England and Wales (commonly known as the 'Burgundy Book').

- Support staff: the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service (Green Book) or any LA pay/grading system.

The Board of Directors will need to consider any updated pay policy and assure themselves that appropriate arrangements for linking appraisal to pay are in place, can be applied consistently and that their pay decisions can be objectively justified.

The Board of Directors will ensure that it makes funds available to support pay decisions, in accordance with this pay policy (see 'Procedures') and the Trust's spending plan.

The Board of Directors will monitor the outcomes of pay decisions, including the extent to which different groups of teachers' progress or not, ensuring the Trust's continued compliance with equalities legislation.

The Board of Directors will regularly review this policy and consult with affected staff and their union representatives when changes are proposed.

The Board of Directors may delegate certain responsibilities to the head teacher.

## **9 Head Teacher Obligations**

References to head teacher in this document shall normally mean the Executive Head Teacher/CEO. However, specific duties of the Executive Head Teacher/CEO may be delegated to the Head Teacher or Associate Head Teacher of a school with the approval of the Board of Directors.

The head teacher will:

- Develop clear arrangements for linking appraisal to pay progression and consult with staff and school union representatives on the appraisal and pay policies;
- Submit any updated appraisal and pay policies to the Board of Directors for approval;
- Ensure that effective appraisal arrangements are in place and that any appraisers have the knowledge and skills to apply procedures fairly;
- Submit pay recommendations to the Board of Directors and ensure the Board of Directors has sufficient information upon which to make pay decisions;
- Ensure that teachers are informed about decisions reached; and that records are kept of recommendations and decisions made.

## **10 Teachers' Obligations**

A teacher will:

- Engage with appraisal; this includes working with their appraiser to ensure that there is a secure evidence base in order for an annual paydetermination to be made;
- Keep records of their objectives and review them throughout the appraisal process;
- Share any evidence they consider relevant with their appraiser;
- Ensure they have an annual review of their performance.

## **11 Differentials**

Appropriate differentials will be created and maintained between posts within the Trust, recognising accountability and job weight, and the Board of Directors' need to recruit, retain and motivate sufficient employees of the required quality at all levels.

## **12 Discretionary Pay Awards**

Criteria for the use of pay discretions are set out in this policy and discretionary awards of additional pay will only be made in accordance with these criteria.

## **13 Safeguarding**

Where a pay determination leads or may lead to the start of a period of safeguarding, the Board of Directors will comply with the relevant provisions of the Document and will give the required notification as soon as possible and no later than one month after the determination.

## **14 Procedures**

The Board of Directors will determine the annual pay budget on the recommendation of the pay committee, taking into account paragraph 19.2(e) of the Document.

The Board of Directors has delegated its pay powers to the pay committee. Any person employed to work at the Trust, other than the head, must withdraw from a meeting at which the pay or appraisal of any other employee of the Trust, is under consideration. The head must withdraw from that part of the meeting where the subject of consideration is his or her own pay. A relevant person must withdraw where there is a conflict of interest or any doubt about his/her ability to act impartially.

No member of the Board of Directors who is employed to work in the Trust shall be eligible for membership of this committee.

The pay committee will be attended by the Head in an advisory capacity. Where the pay committee has invited either a representative of the LA or the external adviser to attend and offer advice on the determination of the head's pay, that person will withdraw at the same time as the head while the committee reaches its decision.

Any member of the committee required to withdraw will do so.

The terms of reference for the pay committee will be determined from time to time by the Board of Directors.

The report of the pay committee will be placed in the confidential section of the Board of Directors' agenda and will either be received or referred back. Reference back may occur only if the pay committee has exceeded its powers under the policy.

## **13 Annual determination of pay**

All teaching staff salaries, including those of the head(s), deputy head(s) and assistant head(s) will be reviewed annually to take effect from 1 September. The Board of Directors will complete teachers' annual pay reviews by 31 October and the head teacher's annual pay review by 31 December and provide the employees with a written statement setting out salary and entitlement to other financial benefits by those dates. As far as possible, pay scales will be linked to nationally agreed pay scales.

### **14.1 Notification of pay determination**

Decisions will be communicated to each member of staff by the head in writing in accordance with paragraph 3.4 of the Document and will set out the reasons why decisions have been taken. Decisions on the pay of the head will be communicated by the pay committee, in writing, in accordance with paragraph 3.4 of the Document. An instruction to amend pay from the relevant date will be issued immediately after the time limit for the lodging of an appeal has passed, or immediately after an appeal has been concluded.

## **14.2 Appeals procedure**

The Board of Directors has an appeals procedure in relation to pay in accordance with the provisions of paragraph 2.1(b). It is set out as Annex B to this pay policy.

## **15 Head Teacher Pay**

### **15.1 Definitions**

This section applies to both the Executive Head Teacher/CEO and Headteacher/Associate Head Teacher of a school.

### **15.2 Pay on appointment**

For appointments on or after 1 September 2014, the Board of Directors will determine the pay range to be advertised and agree pay on appointment, taking account of the full role of the head teacher (Part 7), all permanent responsibilities of the role, any challenges that are specific to the role and all other relevant considerations (paragraph 9.3), including recruitment issues. The pay committee will take into account the factors set out in annex A when determining an appropriate pay range. It will also take account of any other considerations it feels are relevant and minute carefully its decisions and reasons for those decisions.

- The pay committee will review the school's head teacher group and the head's pay range in accordance with paragraphs 4, 5, 6, 7 and 8 (ordinary schools), or paragraphs 4, 5, 6, 7 and 8 (special schools);
- If the head teacher takes on permanent accountability for one or more additional schools, the pay committee will set a pay range in accordance with the provisions of paragraph 6.6 or 7.9, as the case may be.
- The pay committee will consider using its discretion, in exceptional circumstances, to exceed the 25% limit beyond the maximum of the group range when setting the pay range for the head teacher, as set out in paragraph 9.3. However, before agreeing to do so, it will seek the agreement of the Board of Directors which in turn will seek external independent advice before providing such agreement.
- The pay committee will use reference points within the pay range
- At the appointment stage, candidate specific factors will be taken into account when determining the starting salary. If necessary, the Board of Directors will adjust the pay range to ensure appropriate scope of 4 reference points, for performance related pay progression
- The pay committee will have regard to the provisions of paragraph 9.4 in particular and will also take account of any other permanent payments, made to staff within the Trust to ensure that appropriate differentials are created and maintained between posts of differing responsibility and accountability;
- The pay committee will consider the use of temporary payments for clearly time-limited responsibilities or duties only, in accordance with paragraph 10
- The total sum of the temporary payments made to a head will not exceed 25 per cent of the annual salary which is otherwise payable to the head; and the total sum of salary and other payments made to a head must not exceed 25 per cent above the maximum of the head teacher group, except in wholly exceptional circumstances
- The pay committee may determine that temporary and other payments be made to a head

which exceeds the limit above in wholly exceptional circumstances and with the agreement of the governing body. The governing body will seek external independent advice before providing agreement.

### **15.3 Serving head teachers**

The Board of Directors will only re-determine the salary of a serving head teacher in accordance with paragraph 9 of the Document, if the responsibilities of the post change significantly, or if the pay committee determines that this is required to maintain consistency with pay arrangements for new appointments to the leadership team made on or after 1 September 2014, or with pay arrangements for a member(s) of the leadership group whose responsibilities significantly change on or after 1 September 2014 (paragraph four of the Document)

- It will also re-determine the pay range if the group size of the school increases, or if the head takes on permanent accountability for an additional school(s) (paragraph eight, section three)
- If the pay committee re-determines the head teacher's pay range, it will take account of all indefinite responsibilities of the post, any specific challenges and all other relevant factors, including retention issues. The pay committee will take into account the factors set out in annex A when determining an appropriate pay range. It will also take account of any other considerations it feels are relevant and minute carefully its decisions and reasons for those decisions.
- The pay committee will consider using its discretion, in exceptional circumstances, to exceed the 25 per cent limit beyond the maximum of the group range, as set out in paragraph 9.3. However, before agreeing to do so, it will make a fully-documented business case and will seek external independent advice
- The pay committee will use reference points within the pay range and will leave at least 4 reference points for performance-related pay progression
- The pay committee will review the head teacher's pay in accordance with paragraph 11 of the Document (and paragraph 26 of the statutory guidance) and award up to two reference points where there has been sustained high quality of performance having regard to the results of the most recent appraisal carried out in accordance with the appraisal regulations 2012 and any recommendation on pay progression in the head teacher's most recent appraisal report
- If the pay committee decides to re-determine the pay range, it will only determine the head's pay range in accordance with paragraph 9; and paragraph 8 of the section 3 guidance
- The pay committee will consider the use of temporary payments for clearly temporary responsibilities or duties only, in accordance with paragraph 10
- The total sum of temporary payments made to a head must not exceed 25 per cent of the annual salary which is otherwise payable to the head; and the total sum of salary and other payments made to a head must not exceed 25 per cent above the maximum of the head teacher group, except in wholly exceptional circumstances
- The pay committee may determine that additional/temporary payments be made to a Head which exceeds the limit above in wholly exceptional circumstances and with the agreement of the Board of Directors. The Board of Directors will seek external independent advice before providing agreement



## **16 Deputy/Assistant Head Teachers**

### **16.1 Pay on appointment**

For appointments on or after 1 September 2014, the Board of Directors will determine the pay range to be advertised and agree pay on appointment as follows:

- The pay committee will determine a pay range, taking account of the full role of the deputy/assistant head teacher (part 7), all permanent responsibilities of the role, any challenges that are specific to the role and all other relevant considerations (paragraph 9.3), including recruitment issues. The pay committee will take into account the factors set out in annex A when determining an appropriate pay range. It will also take account of any other considerations it feels are relevant and minute carefully its decisions and reasons for those decisions
- The pay committee will use reference points within the pay range
- At the appointment stage, candidate specific factors will be taken into account when determining the starting salary. If necessary, the Board of Directors will adjust the pay range to ensure appropriate scope of 4 reference points, for performance related pay progression
- The pay committee will exercise its discretion under paragraph 27 of Document where there are recruitment issues, provided it has not already taken such issues into account when setting the pay range
- The pay committee will consider whether the award of any additional payments are relevant, as set out in paragraph 26 of the Document and paragraphs 59 to 68 of section 3.

### **16.2 Serving deputy/assistant head teachers**

- The pay committee will review and, if necessary, re-determine the deputy/assistant head pay range where there has been a significant change in the responsibilities of the serving deputy/assistant head teacher (paragraph 9 of section 3 guidance), or to maintain consistency with pay arrangements for new appointments to the leadership group made on or after 1 September 2014, or to maintain pay arrangements for a member(s) of the leadership group whose responsibilities significantly change on or after 1 September 2014
- When determining the pay range of a serving deputy/assistant head, the pay committee will take account of all permanent responsibilities of the role, any challenges that are specific to the role and all other relevant considerations (paragraph 9.3), including recruitment issues. The pay committee will take into account the factors set out in annex A when determining an appropriate pay range. It will also take account of any other considerations it feels are relevant and minute carefully its decisions and reasons for those decisions
- The pay committee will ensure the maintenance of appropriate differentials between different posts in its staffing structure
- The pay committee will exercise its discretion under paragraph 27 of the Document where there are recruitment issues, provided it has not already taken such issues into account when setting the pay range
- The pay committee will consider whether the award of any additional payments are relevant, as set out in paragraph 26 of the Document and paragraphs 59 to 68 of section three

- The pay committee will use reference points within the pay range and will leave at least 4 reference points for performance-related pay progression;
- The pay committee will review pay in accordance with paragraph 11 and award up to two reference points where there has been sustained high quality of performance having regard to the results of the recent appraisal, and to any recommendation on pay progression recorded in the deputy/assistant head's most recent appraisal report.

## **17 Acting Allowances**

Acting allowances are payable to teachers who are assigned and carry out the duties of head, deputy head or assistant head in accordance with paragraph 23 of the Document. The pay committee will, within a four-week period of the commencement of acting duties, determine whether or not the acting post holder will be paid an allowance. In the event of a planned and prolonged absence, an acting allowance will be agreed in advance and paid from the first day of absence.

Any teacher who carries out the duties of head, deputy head, or assistant head, for a period of four weeks or more, will be paid on the head's, deputy head range or assistant head range, as the case may be and as determined by the pay committee. Payment will be backdated to the commencement of the duties.

## **18 Classroom Teachers**

### **18.1 Pay on appointment**

The Board of Directors will determine the starting salary of a vacant classroom teacher post on the main pay range or upper pay range. The Board of Directors will at least maintain the pay entitlement new staff have already built up through pay progression and may also recognise relevant non-teaching experience in determining pay on appointment.

The Board of Directors will, if necessary, use its discretion to award a recruitment incentive benefit to secure the candidate of its choice.

### **18.2 Pay determinations for existing main pay range teachers, effective from 1 September 2023**

The pay committee will use reference points. Therefore the pay scale for main pay range teachers in the Trust is:

Minimum	£36,745
Reference point 2	£38,491
Reference point 3	£40,318
Reference point 4	£42,233
Reference point 5	£44,615
Maximum	£47,666

Appraisal objectives will become more challenging as the teacher progresses up the main pay range. Objectives will, however, be such that, if achieved, will meet the requirements of the appraisal regulations 2012 (see 'Appraisal' above).

To move up the main pay range, one annual point at a time, teachers will need to have made good progress towards their objectives and have shown that they are competent in all elements of the Teachers' Standards. Teaching should be 'good' plus.

Judgments will be properly rooted in evidence. As a teacher moves up the main pay range, this

evidence should show:

- An increasing positive impact on pupil progress
- An increasing impact on wider outcomes for pupils
- Improvements in specific elements of practice identified to the teacher, e.g. behaviour management or lesson planning
- An increasing contribution to the work of the school/Trust
- An increasing impact on the effectiveness of staff and colleagues

Further information, including sources of evidence is contained in the Trust's appraisal policy.

The pay committee will be advised by the head teacher in making all such decisions. Any increase (i.e. no movement or one point) will be clearly attributable to the performance of the teacher in question. The pay committee will be able to justify its decisions based on the headteacher's recommendations and a review of a random sample of performance management documentation.

## **19 Threshold**

### ***19.1 Applications to be Paid on the Upper Pay Range***

From 1 September 2014, any qualified teacher on M6 can apply to be paid on the Upper Pay Range. 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 UPR in that school(s). This Trust will not be bound by any pay decision made by another school during a period of simultaneous employment.

All applications should include the results of appraisals under the Appraisal Regulations 2012, including any recommendation on pay. Where such information is not applicable or available, a written statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria must be submitted by the applicant.

In order for the assessment to be robust and transparent, it will be an evidence- based process only. Teachers therefore should ensure that they build an evidence base (two performance management documents, two formal lesson observations with write ups, a professional portfolio of evidence document) to support their application. Those teachers who are not subject to the Appraisal Regulations 2012, or who have been absent, through sickness, disability or maternity, may cite written evidence from a 3 year period before the date of application, from this school and other schools, in support of their application.

### ***19.2 Process:***

One application may be submitted annually. The closing date for applications is normally 30 September each year; however, exceptions will be made in particular circumstances, e.g. those teachers who are on maternity leave or who are currently on sick leave. The process for applications is:

- Complete the Trust's application form;
- Submit the application form and supporting evidence to the head teacher by the cut-off date of 30 September.
- You will receive notification of the name of the assessor of your application within 5 working days;
- The assessor will assess the application, which will include a recommendation to the pay committee of the relevant body;

- The application, evidence and recommendation will be passed to the head teacher for moderation purposes, if the head teacher is not the assessor;
- The pay committee will make the final decision, advised by the head teacher basing its decisions on the headteacher's recommendations and a review of a random sample of performance management documentation;
- Teachers will receive written notification of the outcome of their application by 31 October. Where the application is unsuccessful, the written notification will include the areas where it was felt that the teacher's performance did not satisfy the relevant criteria set out in this policy (see 'Assessment' below).
- If requested, oral feedback which will be provided by the assessor. Oral feedback will be given within 10 school working days of the date of notification of the outcome of the application. Feedback will be given in a positive and encouraging environment and will include advice and support on areas for improvement in order to meet the relevant criteria.
- Successful applicants will move to the minimum of the UPR and this will be backdated to 1 September of the same year.
- Unsuccessful applicants can appeal the decision. The appeals process is set out at the back of this pay policy.

### **19.3 Assessment:**

The teacher will be required to meet the criteria set out in paragraph 15 of the Document, namely that:

- The teacher is highly competent in all elements of the relevant standards; and
- The teacher's achievements and contribution to the school/Trust are substantial and sustained.

In Trust schools, this means:

“Highly competent”: the teacher's performance is assessed as having excellent depth and breadth of knowledge, skill and understanding of the Teachers' Standards in the particular role they are fulfilling and the context in which they are working.

“Substantial”: the teacher's achievements and contribution to the school are significant, not just in raising standards of teaching and learning in their own classroom, or with their own groups of children, but also in making a significant wider contribution to school improvement, which impacts on pupil progress and the effectiveness of staff and colleagues.

“Sustained”: the teacher must have had two consecutive successful appraisal reports in this school and have made good progress towards their objectives during this period (see exceptions in the introduction to this section). They will have been expected to have shown that their teaching expertise has grown over the relevant period and is consistently good to outstanding.

Further information, including information on sources of evidence is contained within the Trust's performance management policy.

## 20 Upper Pay Range

### 20.1 Pay determinations effective from 1 September 2023

Progression up the Upper Pay Range will be considered every two years. The pay committee will determine whether there should be any movement on the Upper Pay Range. In making such a determination, it will take into account:

- Paragraph 19 and the criteria set out in paragraph 15.2 of the Document;
- The evidence base, which should show that the teacher has had a successful appraisal and has made good progress towards objectives;
- Evidence that the teacher has maintained the criteria set out in paragraph 15.2, namely that the teacher is highly competent in all elements of the
- relevant standards; and that the teacher’s achievements and contribution to the school are substantial and sustained. The meaning of these criteria is set out in the section of this policy entitled, “Applications to be paid on the Upper Pay Range”.

Pay progression on the Upper Pay Range will be clearly attributable to the performance of the individual teacher. The pay committee will be able to objectively justify its decisions based on the headteacher’s recommendations and a review of a random sample of performance management documentation.

The pay committee will use reference points. Therefore the pay scale for upper pay range teachers is:

Minimum	£52,526
Mid-point	£55,107
Maximum	£56,959

Where it is clear that the evidence shows the teacher has made good progress, ie they continue to maintain the criteria set out above (see ‘Applications to be Paid on the Upper Pay Range’), and have made good progress towards their objectives, the teacher will move to the mid-point on the Upper Pay Range; or if already on the mid- point, will move to the top of the Upper Pay Range.

Further information, including sources of evidence is contained within the Trust’s appraisal policy.

The pay committee will be advised by the head teacher in making all such decisions.

## 21 Leading Practitioner Posts

The Board of Directors will take account of paragraphs 16 and 51 of the Document when determining the role of leading practitioner in Trust schools. Additional duties will be set out in the job description of the leading practitioner and will include:

- A leadership role in developing, implementing and evaluating policies and practices in the school that contribute to school improvement;
- The improvement of teaching schools within the Trust and within the wider school community which impact significantly on pupil progress;

- Improving the effectiveness of staff and colleagues, particularly in relation to specific areas such as teaching and assessment.

### **21.1 Pay on appointment**

The pay committee will determine a pay range of three scale points for each leading practitioner post in accordance with paragraph 16 of the Document; and paragraphs 35 to 36 of the section 3 guidance taken from the following pay scale:

Minimum	£56,377
Reference point 2	£57,568
Reference point 3	£58,787
Reference point 4	£60,025
Reference point 5	£61,305
Reference point 6	£62,611
Reference point 7	£64,060
Reference point 8	£65,327
Reference point 9	£66,730
Reference point 10	£68,213
Reference point 11	£69,748
Reference point 12	£71,155
Reference point 13	£72,708
Reference point 14	£74,296
Reference point 15	£75,917
Reference point 16	£77,704
Reference point 17	£79,283
Maximum	£81,051

The head teacher will agree appraisal objectives for the leading practitioner.

### **21.2 Pay determinations with effect from 1 September 2023**

The pay committee shall have regard to the results of the leading practitioner's appraisal, including the pay recommendation, when exercising any discretion in relation to their pay, in accordance with paragraph 19 of the Document.

The pay committee will take account of other evidence. The evidence should show the leading practitioner:

- Has made good progress towards their objectives;
- Is an exemplar of teaching skills, which should impact significantly on pupil progress, within school and within the wider school community, if relevant;

- Has made a substantial impact on the effectiveness of staff and colleagues, including any specific elements of practice that have been highlighted as in need of improvement;
- Is highly competent in all aspects of the Teachers’ Standards;
- Has shown strong leadership in developing, implementing and evaluating policies and practice in their workplace that contribute to school improvement.

“Highly competent”, “substantial” are defined in the section entitled, “Applications to be paid on the Upper Pay Range”.

The pay committee will determine pay progression such that the amount is clearly attributable to the performance of the leading practitioner. The pay committee will be able to objectively justify its decision based on the headteacher’s recommendations and a review of a random sample of performance management documentation. Judgements will only be made on evidence gathered which is related to the formal appraisal process.

Further information, including sources of evidence is contained within the Trust’s performance management policy.

The pay committee will be advised by the head teacher in making all such decisions.

## **22 Unqualified Teachers**

### **22.1 Pay on appointment**

The pay committee will pay any unqualified teacher in accordance with paragraph 17 of the Document. The pay committee will determine where a newly appointed unqualified teacher will enter the scale, having regard to any qualifications or experience s/he may have, which they consider to be of value. The pay committee will consider whether it wishes to pay an additional allowance, in accordance with paragraph 22.

### **22.2 Pay determinations effective from 1 September 2023,**

The pay committee will use reference points. Therefore the pay scale for unqualified teachers is:

Minimum	£25,831
Reference point 2	£28,194
Reference point 3	£30,557
Reference point 4	£32,640
Reference point 5	£35,000
Maximum	£37,362

In order to progress up the unqualified teacher range, unqualified teachers will need to show that they have made good progress towards their objectives.

Judgments will be properly rooted in evidence. As unqualified teachers move up the scale, this evidence should show:

- An improvement in teaching skills
- An increasing positive impact on pupil progress
- An increasing impact on wider outcomes for pupils
- Improvements in specific elements of practice identified to the teacher

- An increasing contribution to the work of the school
- An increasing impact on the effectiveness of staff and colleagues Information on sources of evidence is contained within the Trust’s appraisal policy.

The pay committee will be advised by the head teacher in making all such decisions. Pay progression on the unqualified teacher range will be clearly attributable to the performance of the individual teacher. The pay committee will be able to objectively justify its decisions based on the headteacher’s recommendations and a review of a random sample of performance management documentation.

## **23 Teaching and Learning Responsibility Payments**

The pay committee may award a TLR to a classroom teacher in accordance with paragraph 20 of the Document and paragraphs 46 to 53 of the section 3 guidance. TLR 1 or 2 will be for clearly defined and sustained additional responsibility in the context of the schools staffing structure for the purpose of ensuring the continued delivery of high quality teaching and learning. All job descriptions will be regularly reviewed and will make clear, if applicable, the responsibility or package of responsibilities for which a TLR is awarded, taking into account the criterion and factors set out at paragraph 20.4.

The pay committee will ensure that sufficient differential exists between different levels of TLR, taking account of the responsibilities for which the TLR is awarded. All decisions will be objectively justified. The pay committee will make TLR 1 and TLR 2 awards according to the following scale:

TLR2a	£3,214
TLR2b	£5,356
TLR2c	£7,847
TLR1a	£9,272
TLR1b	£11,409
TLR1c	£13,514
TLR1d	£15,690

The pay committee may award a TLR3 of between £639 to £3,169 for clearly time- limited school improvement projects, or one-off externally driven responsibilities as set out in paragraph 20.3. The Board of Directors will set out in writing to the teacher the duration of the fixed term, and the amount of the award will be paid in monthly instalments. No safeguarding will apply in relation to an award of a TLR3.

## **24 Special Needs Allowance**

The pay committee will award an SEN spot value allowance on a range of between £2,539 and £5,009 to any classroom teacher who meets the criteria as set out in paragraph 21 of the Document.

When deciding on the amount of the allowance to be paid, the Board of Directors will take into account the structure of the school’s SEN provision, whether any mandatory qualifications are required for the post, the qualifications or expertise of the teacher relevant to the post; and the relative demands of the post (paragraph of the Document). The Board of Directors will also establish differential values in relation to SEN roles in Trust schools in order to reflect significant differences in the nature and challenge of the work entailed so that the different payment levels can be objectively justified. The Board of Directors will take account of paragraphs 54 to 58 of the section 3 guidance.



## **25 Support Staff**

### **25.1 General Principles**

The pay committee notes its powers to determine the pay of support staff in accordance with paragraph 17 and 29 of the School Staffing (England) Regulations 2009 and Chapter 7 of the associated guidance. The pay committee will determine the pay grade of support staff on appointment in accordance with the scale of grades, currently applicable in relation to employment with the LA, which the pay committee consider appropriate for the post. In reaching its determination, the pay committee may consider specialist external advice, but will not consider itself bound by that advice. The appeals process is set out in the appendix to this policy.

When consideration is being given to changing the duties or role of any member of the support staff and the changes are significant a revised job description will be prepared and submitted for re-evaluation through a recognised job evaluation system.

A new member of staff or a member of staff starting a new role will be expected to start on the lowest spine point of their grade. In exceptional circumstances and at the discretion of the head teacher a higher starting point can be awarded taking into account the following criteria:

- Level of expertise
- Qualification
- Current salary
- Level of training required to fulfil all requirements of post.
- Value to the school

### **25.2 Increments**

Employees should receive 1 increment every 12 months, which is normally paid on 1 April each year until the maximum point on the grade is reached.

New employees who are recruited between 1 April and 30 September, will receive their first increment on the following 1 April. New employees appointed between 1 October and 31 March will receive their first increment 6 months after they joined and then on the following 1 April thereafter.

### **25.3 Acting up Allowance**

Where a member of staff is required to undertake the full duties and responsibilities of a higher graded post for a continuous period of at least four weeks, he/she will be entitled to receive the salary appropriate to the post temporarily occupied. The salary paid will be at the bottom of the appropriate salary range, unless this is below the employee's existing incremental step, when the payment made will be equivalent to an increase of at least one additional increment.

Once the qualifying period of four weeks has been completed, payment at the higher rate will be made from the first day the duties were undertaken.

### **25.4 Honoraria**

The Board of Directors may pay an honorarium where, for an extended period of not less than a month, a member of staff is asked to undertake:

- Part of the duties of a higher graded post;

- Duties outside the scope of his/her post which are particularly onerous.

## **26 Part-Time Employees**

Teachers: The Board of Directors will apply the provisions of the Document in relation to part-time teachers' pay and working time, in accordance with paragraph 42, 43 and 52.5 onwards, and paragraphs 38-43 and 78-86 of the section 3 guidance.

Instrumental tutors: It is the Board of Directors' policy to apply the same cost of living percentage increases to the hourly rate paid to instrumental tutors as is paid to teachers on point 6 of the unqualified teacher scale, with effect from 1<sup>st</sup> September 2024.

All staff: The head and Board of Directors will use its best endeavours to ensure that all part-time employees are treated no less favourably than a full-time comparator.

## **27 Teachers Employed on a Short Notice Basis**

Such teachers will be paid in accordance with paragraph 44 of the Document.

## **28 Residential Duties**

The pay committee will take account of agreements reached in the National Joint Council for Teachers in Residential Establishments in determining payments for residential duties.

## **29 Additional Payments**

In accordance with paragraph 26 of the Document and paragraphs 59-68 of the section 3 guidance, the relevant body may make payments as they see fit to a teacher, including a head teacher in respect of:

- Continuing professional development undertaken outside the school day;
- 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 teacher and the head teacher or, in the case of the head teacher, between the head teacher and the relevant body;
- Additional responsibilities and activities due to, or in respect of, the provisions of services by the head teacher relating to the raising of educational standards to one or more additional schools.

The pay committee will make additional payments to teachers in accordance with the provisions of paragraph 26 of the Document where advised by the head.

Payment will be calculated on a daily basis at 1/195th of the teacher's actual salary.

## **30 Recruitment and Retention Incentive Benefits**

The Board of Directors can award lump sum payments, periodic payments, or provide other financial assistance, support or benefits for a recruitment or retention incentive (paragraph 27 of the Document and paragraphs 69-71 of the section 3 guidance).

The pay committee will consider exercising its powers under paragraph 27 of the Document where they consider it is appropriate to do so in order to recruit or retain relevant staff and when recent experience of trying to recruit to a similar post indicates that suitable candidates are in short supply. It will make clear at the outset, in writing, the expected duration of any such incentive or benefit, and the review date after which they may be withdrawn.

The Board of Directors will, nevertheless, conduct an annual formal review of all such awards.

No new awards, or renewal, of recruitment and retention payments will be made to a head teacher with effect from 1 September 2014, other than as reimbursement of reasonably incurred housing or relocation costs. All recruitment and retention considerations in relation to a head teacher will be taken into account when determining the head teacher's pay range, either in relation to a new appointment or when the head teacher moves to the new leadership group arrangements.

### **31 Salary Sacrifice Arrangements**

Where the employer operates a salary sacrifice arrangement, an employee may participate in any arrangement and his gross salary shall be reduced accordingly, in accordance with the provisions of paragraph 72 of Section 3 of the Document.

### **32 Long Service Award**

The Board of Directors may pay a long service award of £850 to an employee on completion of 25 years' continuous service with the Trust or the predecessor voluntary aided school.

## **Annex A: Considerations when determining the pay range of a leadership group member**

The statutory provisions of the school teachers' pay and conditions document 2021 state that when determining the pay range of a leadership group member, the relevant body must take into account of "all of the permanent responsibilities of the role, any challenges that are specific to the role, and all other relevant considerations".

- Social challenge:
  - Number of pupils eligible for the pupil premium/free school meals
  - Number and challenge of children with special needs [NB: pupils with statements or education, health and care plans are taken into account when calculating the group size of the school ]
  - Number of 'looked after' children
  - Level of pupil mobility in the area
  - Number of pupils with English as a second language
  
- Complexity of pupil population and school workforce:
  - Number of staff
  - Variety of school workforce (e.g. teachers, speech therapists)
  - Small school
  - Rural school
  - Specialist units or centres
  
- Any specific challenges associated with running more than one school, eg managing geographically split sites, particular challenges of the additional school(s)
- Contribution to wider educational development:
  - NLE, SLE, LLE responsibilities which are not time-limited
  - Teaching school status
  - Other relevant issues (e.g. NQT lead, multi-stakeholders)
  
- Recruitment and retention issues

## **Annex B: Appeals Procedure**

The School Teachers' Pay and Conditions Document ("the Document") requires schools and local authorities to have a pay policy in place that sets out the basis on which teachers' pay is determined and the procedures for handling appeals.

As part of the overall appraisal process, a pay recommendation is made by the Reviewer (normally the line manager) and discussed with the teacher at the Review Meeting prior to being submitted to the Trust's Pay Committee or relevant decision-making body. Written details of and the reasons for the pay recommendation will be given to the teacher.

At this particular stage of the pay determination process, if the teacher wishes to better understand the rationale for the pay recommendation or bring any further evidence to the attention of the Reviewer, they should be given the opportunity to do so before the final pay recommendation is drafted in the Review Statement. The nature of any subsequent appraisal and pay discussion will be informal and therefore representation (on either side) is not necessary nor would it be appropriate. At the conclusion of any further discussion, the pay recommendation may be adjusted or it may remain the same; the Review Statement will be updated to reflect the discussion.

If a teacher believes that the final pay recommendation falls short of their expectations and they wish to seek a further review of the information that affects their pay, they may wish to formally appeal against the decision, utilising the formal Appeal Hearing Procedure. Appeal Hearings against pay decisions must satisfy the dispute resolution requirements of employment law (i.e. Part 4 of the Trade Union and Labour Relations (Consolidation) Act, 1992) and the ACAS Code of Practice.

### **Appeal Hearing Procedure**

It is the intention that the Appeals Procedure will be dealt with promptly, thoroughly and impartially.

#### **Guidance**

- When a teacher feels that a pay decision is incorrect or unjust, they may appeal against that decision, especially when there is new evidence to consider.
- Teachers / Head Teachers should put their appeal in writing to either the Head Teacher or the Board of Directors; their appeal should include sufficient details of its basis.
- Appeals should be heard without unreasonable delay and at an agreed date, time and place.
- Employees have a statutory right to be accompanied at any stage of an appeal hearing by a companion who may be either a work colleague or a trade union representative.

#### **Appeal Procedure Steps: Informal Stage**

As part of the pay determination process, the line manager ("the recommendation provider") will make a recommendation to the "the decision maker" (the person/s or committee responsible for approving the pay recommendation) supported by relevant assessment evidence. On determining a teacher's pay, "the decision maker" will write to the teacher advising them of the pay decision, the reasons for it and will, at the same time, confirm their right to appeal the decision to "the decision maker".

If the teacher wishes to appeal the decision, they must do so in writing to "the decision maker", normally with 10 school working days or within a mutually agreed alternative timescale. The appeal must include a statement, in sufficient detail, of the grounds of the appeal. In the event that an

initial appeal is raised, “the decision maker” must then arrange to meet the teacher to discuss the appeal. “The recommendation provider” should also be invited to the meeting to clarify the basis for the original recommendation.

“The decision maker” will reconsider the decision in private and write to the teacher to notify them of the outcome of the review and of the teacher’s right of appeal to the Board of Directors. If the teacher wishes to exercise their right of appeal, they must write to the Clerk of the Board of Directors at the earliest opportunity and normally within 10 school working days, including a statement of the grounds of the appeal and sufficient details of the facts on which they will rely.

This will invoke the Formal Stage of the Appeal Procedure.

### ***Appeal Procedure Steps: Formal Stage***

On receipt of the written appeal, the Clerk to the Board of Directors will establish an Appeal Committee that should consist of three directors, none of whom are employees in Trust schools or have been previously involved in the relevant pay determination process and convene a meeting of the Appeal Committee at the earliest opportunity and no later than 20 school working days of the date on which the written appeal was received. Both “the recommendation provider” and “the decision maker” will be required to attend the meeting.

The Chair of the Appeal Committee will invite the employee to set out their case. Both “the recommendation maker” and “the decision maker” will also be asked to take the committee through the procedures that were observed in their part of the pay policy determination process.

Following the conclusion of representations by all relevant parties, the Appeal Committee will then consider all the evidence in private and reach a decision. The Appeal Committee will write to the teacher notifying them of their decision and the reasons for it. Other attendees at the meeting will also be notified of the decision. The decision of the Appeal Committee is final.

### ***The Modified Procedure***

There will be no entitlement to invoke the appeal procedure in relation to a pay decision if the teacher has left the employment of the Trust.

Where a teacher has, whilst employed at the Trust, lodged an appeal against a pay decision but has then subsequently left the Trust’s employment before any appeal hearing is held, the following steps will be observed:

1. The teacher must have set out details of their appeal in writing;
2. The teacher must have sent a copy of their appeal to the Chair of the Board of Directors;
3. The Chair of the Board of Directors will consult with relevant Trust personnel and provide the teacher with an appropriate written response on behalf of the Trust.