

St Joseph's Catholic Primary School

Inspiring everyone to **REACH** through Faith, Hope, Love

At St Joseph's, we strive for academic excellence through encouraging resilience, empathy, aspiration and challenge. We have high expectations for ALL so that we can be 'The best we can be.' With Faith, Hope and Love at the heart of our school family, our children feel safe, secure and supported.



Pay Policy 2022-23 (GCC model policy)

St Joseph's is committed to Safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment

Reviewed:	Gabriella Tiley
Approved by FGB:	18 th January 2023
Review Cycle:	Annually
Review due:	October 2023
Other relevant policies:	Appraisal

1.0 Scope

- 1.1 Schools that abide by the School Teacher's Pay and Conditions Document (STPCD) are required to develop and maintain a Pay Policy.**
- 1.2 Schools are recommended to maintain a record of all formally adopted employment policies, including a note of the date on which the appropriate resolution of the Governing Body was made and whether the provisions of the policy are discretionary or constitute a term of the contract of employment.
- 1.3 For the purpose of this policy, relevant body is defined as the governing body at St Joseph's Catholic Primary School.
- 1.4 Discretionary reference (pay) points referred to in this policy are for reference only. School's own pay points may not align as they depend on the individual school's historical pay increase decisions. For schools who abide by the STPCD, the minima and maxima of a school's pay scale is required to match.

2.0 Introduction

- 2.1 This policy has been adopted by the Governing Body to ensure that all employees are fairly and consistently treated in relation to pay and pay related issues. The Governors are responsible for its implementation.
- 2.2 A copy of this policy must be made available to staff upon request and employees should be aware of its contents and any amendments.
- 2.3 The policy is linked to the school's appraisal system and in accordance with the Education (School Teachers' Appraisal) (England) Regulations 2012.
- 2.4 Under this policy, the Governing Body will fulfil its obligations to all staff employed in the school, across all grades and conditions of service:
 - 2.4.1 **teachers:** as set out in the STPCD and the conditions of service for schoolteachers in England and Wales (Burgundy Book)
 - 2.4.2 **support staff:** The National Joint Council for Local Government Services National Agreement on pay and conditions of service (Green Book)

3.0 Purpose and aims of the policy:

- 3.1.1 Guide and assist the governors and head teacher in the strategic and day to day management of staff
- 3.1.2 Adopt a whole school approach to pay issues, with pay decisions taken in the context of consideration of the school's resources
- 3.1.3 Ensure all staff are treated fairly, objectively and consistently in the recognition and reward of their contribution to the school
- 3.1.4 To support the School Improvement Plan and to supplement other school policies relating to equal treatment, recruitment, performance management and staff development
- 3.1.5 Support the recruitment and retention of a high-quality workforce which will maximize the quality of learning at the school
- 3.1.6 Ensure staff are aware of the pay related school policies and encourage their participation in developing these policies through consultation
- 3.1.7 Ensure the school meets its legal responsibilities under the STPCD, local and national agreements, legislation and regulation
- 3.1.8 Support the school to remain within its budget and meet required standards in the management and disbursement of public monies

4.0 Pay decisions

- 4.1 The school will review the salary progression for teaching staff and the leadership team through the appraisal system which is set out in the school's appraisal policy.
- 4.2 In determining the pay for support staff, the Governing Body will apply the principles in section 14 of this document.
- 4.3 The school's appraisal policy allows requests for review of the employee's performance assessment, but not matters of pay progression. It is recognised that these factors can often be closely linked and so the school will advise the employee of the most appropriate route to follow for appeal. This will ensure that an employee will be guaranteed a fair consideration of their representations but will not be entitled to pursue the same concerns through two separate review processes.

5.0 Classroom Teachers

5.1 Basic pay determination on appointment:

- 5.2 A committee of the Governing Body (Pay Panel) will determine the pay range for a vacancy prior to advertising it.
- 5.3 In determining the pay range, the Pay Panel may consider a range of factors, including:
 - 5.3.1 the nature and responsibilities of the post
 - 5.3.2 how closely the appointee meets the qualifications, skills and experience required
 - 5.3.3 the wider school context
 - 5.3.4 the school's ability to recruit and retain staff
- 5.4 These options are for guidance only and are not intended to provide an exhaustive list and may not apply to all appointments.
- 5.5 On appointment, the relevant body will determine the starting salary within that range to be offered to the successful candidate. This will normally be at the bottom or lower end of the

range, but they may consider the successful candidate's skills and experience and appoint at a higher point within the range.

5.6 Pay progression based on performance:

- 5.7 The relevant body will consider whether to increase the salary of a teacher who has completed a year of employment (as defined in annex 2, point 6 of the STPCD) since the previous annual pay determination.
- 5.8 Any pay increase awarded to a teacher on the main/upper pay range (or progression to the UPR) will be permanent for as long as the employee remains continuously at this school as a teacher, unless gaining promotion to a higher graded post.
- 5.9 The relevant body will ensure that appropriate funding is allocated for pay decisions made under this policy.
- 5.10 Decisions regarding pay progression will be made with reference to the employee's appraisal reports and the pay recommendations they contain. It is possible for a "no progression" determination to be made without recourse to the school's capability procedure.
- 5.11 Early Career Teachers (ECTs) are exempt from this process and have different appraisal arrangements. The relevant body must adhere to the statutory induction process set out in the Education (Induction Arrangements for School Teachers) (England) Regulations 2012.
- 5.12 To ensure fairness and transparency, assessments of performance will be judgement rooted in evidence.
- 5.13 In this school, judgements of performance will be made against the extent to which teachers have met their individual objectives and the relevant standards and how they have contributed to specific impact on pupil progress, lesson visits, wider pupil outcomes, wider contribution to the school. Please note that this is not a comprehensive list and is provided for illustrative purposes
- 5.14 Final decisions about whether to accept a pay recommendation (on a teacher's appraisal report) will be made by the relevant body, taking into account the appraisal report and advice from the senior leadership team.
- 5.15 Teachers will be eligible for one-point progress if targets are met

5.16 Pay scale for main pay range teachers

- 5.17 The relevant body will review the main pay range annually, taking into consideration market and inflationary factors and determine the pay scale for main pay range teachers, including part time teachers. Governors have agreed to adopt the STPCD Advisory Pay Scales from September 2022 (see Appendix 1).

5.18 Pay scale for upper pay range (UPR)

5.19 The Governing Body will review the upper pay range annually, taking into consideration market and inflationary factors and have determined the pay scale for upper pay range teachers, including part time teachers.

5.20 Governors have agreed to adopt the STPCD advisory minimum and maximum range for classroom teachers (see Appendix 1).

5.21 Progression to the upper pay range

5.22 There are two routes to the upper pay range

1. Recruitment to an UPR post
2. Application to progress to UPR

5.23 Appointment to a pay band on the UPR will be subject to the teacher meeting the school's criteria for progression to UPR and the allocation of accountabilities proportionate to a senior teaching role.

5.24 Teachers will have the right to be considered for progression between pay bands below the leadership group, and such progression will not unreasonably be withheld.

5.25 Application process to progress to the upper pay range

5.26 The school has determined that applications will be accepted for progression to the upper pay range at the following time

5.27 Once per year by 18st October

5.28 Applications and evidence to the upper pay range

5.29 Any qualified teacher may apply to be employed in the upper pay range and all applications must be assessed in line with this policy.

5.30 It is the responsibility of the teacher to decide whether or not to apply and provide the necessary evidence.

5.31 If a teacher is simultaneously employed at another school(s), they may submit separate applications if they wish to apply to be employed in an upper pay range role in that school. The school will not be bound by any pay decision made by another school.

5.32 Applications will normally include the employee's two most recent appraisal results, including any recommendations on pay. Where such information is not applicable or available (e.g. those new to teaching or returning from maternity or sickness absence), the applicant must submit a written statement and summary evidence to demonstrate meeting the assessment criteria.

5.33 This will be an evidence-based process so teachers should ensure they build an evidence base through their normal performance management process to support their application. Teachers who have been absent, through sickness, disability, or maternity may cite written evidence from a three-year period (before the date of application) to support their application.

5.34 Teachers who have worked in more than one school during the two-year period can still make an application and provide performance reviews from previous schools.

5.35 The assessment to the upper pay range

5.36 An application from a qualified teacher will be successful where the Governing Body is satisfied that:

5.36.1 the teacher is highly competent in all elements of the relevant standards; and

5.36.2 the teacher's achievements and contribution to the school are substantial and sustained

5.37 In the pay policy for this school:

5.38 "highly competent" means

5.38.1 the ability, aptitude and experience to coach and mentor other teachers, be assessed as having exceptional depth and breadth of knowledge and a demonstrated ability to perform at a good and often better level against all the relevant teaching standards.

5.39 "substantial" means

5.39.1 the teacher's achievement and contribution to the school are significant, beyond raising standards of teaching and learning in their own classroom or their own groups of children, but also making significant wider contribution to school improvement, which demonstrably impacts on pupil progression and effectiveness of colleagues.

5.40 "sustained" means

5.40.1 typically, the teacher will have had two consecutive successful appraisal reports in this school and will have met their objectives during this period (see exceptions in the application/evidence section above).

5.41 To apply, applicants should write a formal letter of application to the head teacher, including the following:

5.41.1 how and why the applicant feels they meet the UPR criteria

5.41.2 evidence of successful performance management results over the last two years

5.41.3 evidence of outstanding performance in the classroom

5.41.4 an example that demonstrates how they have used their leadership skills to positively impact on teaching and learning across the whole schools

5.42 The teacher will receive notification of the name of the assessor for their application within five working days.

5.43 The assessor will examine the application and include a recommendation to the Pay Panel.

5.44 The application, evidence and recommendation will be passed to the head teacher for moderation purposes (if the head teacher is not the assessor). The teacher may be required to provide reasonable additional information to support their application.

5.45 The Pay Panel will make the final decision, advised by the head teacher.

5.46 The teacher will receive written notification of the outcome of their application by *31st October*. Where the application is unsuccessful, the written notification will include the opportunity for

oral feedback from the assessor, covering areas where it was assessed that the teacher's performance did not satisfy the relevant criteria.

- 5.47 Successful applicants will move to the minimum of UPR on 1 September of the school year in which the application was submitted.
- 5.48 Unsuccessful applicants can make representation and appeal the decision using the appeals process set out in section 17.4 of this policy.

6.0 Part Time Teachers

- 6.1 Teachers employed on an ongoing basis at the school but who work less than a full working week are deemed to be part time.
- 6.2 The Governing Body will give the teacher a written statement detailing their working time arrangements and the standard mechanism used to determine their pay, subject to the provisions of the statutory pay and working time obligations and by comparison with the school's timetabled teaching week for a full time teacher in an equivalent post.

6.3 Calculation of part time proportion for classroom teachers

Employees Timetabled Teaching Week (ETTW)

Schools Timetabled Teaching Week

- 6.4 The timetabled teaching excludes break times, registration and assemblies and any mandatory lunch break required under the Working Time Regulations when teachers are not required to be on duty.
- 6.5 An allowance will be made within the specified timetabled hours for a minimum of 10% planning, preparation and assessment time (PPA).
- 6.6 Part time teachers will work a similar proportion of directed time as their full time colleagues, based on the calculation above. For example, if the FTE of the part time teacher is 0.6, this equated to 60% of directed time, i.e. 60% of 1265 or 759 hours per year.

6.7 Variation to timetabled/scheduled hours

- 6.8 A part time teacher should not be required to attend work on any day (or part of) the week that they are not normally required to be available under the contract of employment.
- 6.9 A teacher can be asked to attend work on a day outside their normal timetable and, if they agree to this additional work, they will be compensated either by providing time off in lieu or by making an additional payment.

7.0 Supply Teachers

- 7.1 Supply teachers are defined in this policy as teachers who are engaged on a short notice basis, where the school is not obliged to offer work and the teacher is not obliged to accept any work offered. A supply teacher will only be used on those occasions when it is necessary to fill a short term and/or unexpected vacancy where it is impractical to recruit by normal methods or for the time needed to undertake a recruitment and selection process.

- 7.2 Supply teachers will be appointed to a pay point on the appropriate pay band according to the same criteria as those used for other newly appointed main range teachers in the school.
- 7.3 The method of payment will depend on the anticipated duration of the appointment. The school's policy for the payment of teachers employed on this basis is as follows:
- 7.4 **Supply teachers employed where appointment is anticipated to be for six weeks or more:**
- 7.4.1 teachers will be employed on a temporary or fixed term contract as regular full or part time teachers
 - 7.4.2 contractual length will be linked for the specific reason for the appointment
 - 7.4.3 salary will be paid on a regular monthly basis and employment will be on a basis identical to the conditions that apply to other regular staff, except for notice periods which may be determined at the start of the contract to meet the circumstances
- 7.5 **Supply teachers employed where appointment is anticipated to be for less than six weeks:**
- 7.5.1 Teachers will be employed on a day to day basis and will be paid by claim. The weekly rate of pay will be calculated using the following formula:

<u>Weekly Hours worked</u>	x	<u>Annual salary</u>
6.5		195
 - 7.5.2 supply teachers will be paid for the hours that they are required to work including preparation, assessment and marking time where these activities are required by the school
 - 7.5.3 working requirements will be made clear and the hours to be claimed will be agreed with the supply teacher at the time the offer is made and before the commencement of their work
 - 7.5.4 supply teachers who work a full timetabled day should be paid for a full day of 6.5 hours which includes directed time, which must be agreed when the contract is offered
 - 7.5.5 use of this calculation method enhances pay to include a 'rolled up' holiday entitlement to ensure that they receive a payment for school holiday periods, as proportionate to colleagues employed on a regular basis. This should be made clear to supply teachers. This arrangement may be subject to future change.

8.0 Unqualified Teachers

- 8.1 The use of unqualified teachers is limited to very specific circumstances and only on a time limited basis. The Governing Body will only consider use of unqualified staff in the most exceptional circumstances. For example:
- 8.1.1 when attempts to secure suitable qualified teachers have failed
 - 8.1.2 when the unqualified teacher possesses proven specialist skills, qualifications and experience to enable the head teacher to guarantee a quality of performance equivalent to that of a qualified teacher
 - 8.1.3 during a period whereby the unqualified teacher is gaining a recognised teaching qualification or qualified teachers status including Graduate Teaching Programme and overseas teachers. When a teacher receives notification of Qualified Teacher's Status, the school will review the teacher's salary in line with the STPCD.
 - 8.1.4 on a temporary basis whilst further attempts are made to recruit a qualified replacement

8.2 Pay on appointment

- 8.3 The Pay Panel will pay any unqualified teacher in the pay range in line with the STPCD Advisory Pay Scales (see Appendix 1).
- 8.4 The Pay Panel will determine where a newly appointed unqualified teacher will enter the scale, having regard to any qualifications or experience they may have, which they consider to be of value. The Pay Panel will consider whether it wishes to pay an additional allowance, in accordance with paragraph 22 of the STPCD.
- 8.5 If during their period of employment at the school, an unqualified teacher becomes qualified, the pay will be determined on the main pay range from the date of qualification.

8.6 Pay progression for unqualified teachers

- 8.7 Individuals will need to show that they have made good progress towards their objectives to progress on the unqualified teacher range. Progression will be clearly attributable to the performance of the teacher.
- 8.8 Judgements will be properly rooted in evidence. As unqualified teachers move up the pay scale, evidence should show:
- 8.8.1 an improvement in teaching skills
 - 8.8.2 an increasing positive impact on pupil progress
 - 8.8.3 an increasing impact on wider outcomes for pupils
 - 8.8.4 improvements in specific elements of practice identified to the teacher
 - 8.8.5 an increasing contribution to the work of the school
 - 8.8.6 an increasing impact on the effectiveness of staff and colleagues
- 8.9 Information on sources of evidence is contained within the school's appraisal policy.
- 8.10 The Pay Panel will be advised by the head teacher in making decisions relating to pay progression and should be able to objectively justify its decisions.

9.0 The Leadership Group

- 9.1 The relevant body will establish a grading structure for the leadership group following consultation with staff and their representatives.
- 9.2 **Head teacher**
- 9.3 The Governing Body will define and set out the responsibilities and accountabilities of the post as well as the skills and competencies required.
- 9.4 The Governing Body will calculate the total unit score for the school (in accordance with paragraph 5-8 of the STPCD) which assigns the school to a head teacher group and determines a broad pay range.
- 9.5 Taking into account the role in the particular context of the school, including recruitment and retention considerations or permanent responsibilities, the Governing Body will determine a

head teacher pay range within the STPCD broad pay range. This decision and the reasons behind it will be recorded.

- 9.6 In some circumstances (e.g. difficulties in recruitment, need to incentivise responsibility for a very large school or to lead multiple large schools), the Governing Body may decide to extend the pay range up to 25% above the maximum of the range. Please note that discretionary allowances and payments are included in this 25% extension limit.
- 9.7 The Governing Body has the discretion to award limited payments to the head teacher for temporary or irregular responsibilities or other specific reasons where it is not appropriate to incorporate into permanent pay, such as relocation costs. Such payments should be clearly time-limited, recorded, and cease when the responsibility ceases or circumstances change. In any one year, the total value of salary and temporary payments made to a head teacher must not exceed 25% above the maximum of the head teacher group for their school.
- 9.8 The school will set the starting salary according to candidate specific factors such as the extent to which they need the specific requirements for the post, taking into account future scope for performance related progression.
- 9.9 The head teacher's pay range will be reviewed when there is a vacancy in the leadership team or a significant change in the school's circumstances.
- 9.10 **Deputy head teacher(s) and assistant head teacher(s)**
- 9.11 The relevant body will set a pay range for the deputy and assistant head teachers, with the maximum point sitting below the minimum of the head teacher's pay range.
- 9.12 The relevant body will ensure that the pay range selected adequately reflects the level of duties and responsibilities required of the posts.
- 9.13 The relevant body will review the deputy and assistant head teacher's salary range when a new appointment to the post is made, and periodically to reflect changes in the school's situation.
- 9.14 Should the deputy head teacher be required to replace the head teacher during an absence for a period of four weeks or more, the relevant body will pay an allowance to recognise the additional responsibility. The allowance will be calculated as the difference between the deputy head teacher's salary and the minimum of the head teacher's salary range and will be paid from the beginning of the acting appointment.
- 9.15 In the event that an assistant head teacher or classroom teacher agrees to act up in part or the whole post within the leadership group, total salary will be paid at or over the minimum of the salary range for the full post involved or an amount equivalent to two points on the leadership scale, whichever is more appropriate. The allowance will be paid from the beginning of the acting up period.
- 9.16 It is accepted that assistant head teachers cannot be required to become acting head teacher under these circumstances but may agree to do so.
- 9.17 The school will review the deputy and assistant head teacher's pay range when there is a vacancy in the leadership team, or a significant change in the school's circumstances.

- 9.18 The school will set the starting salary according to candidate specific factors such as the extent to which they need the specific requirements for the post, considering future scope for performance related progression.

10.0 Additional Payments to Teachers and Head Teachers

- 10.1 The Governing Body only has the discretion to make payments to teachers (except head teachers) for

10.1.1 continuing professional development undertaken outside the school day

10.1.2 initial teacher training activities

10.1.3 out of school learning activities agreed between the head teacher and teacher

10.1.4 additional responsibilities and activities due to, or in respect of, the provision of services relating to the raising of educational standards

- 10.2 The Governing Body has resolved to make such payments only in the most exceptional circumstances. The relevant body may make such payments as they see fit in line with the STPCD.

- 10.3 For schools operating within the terms of the STPCD honoraria are not accommodated other than 'acting up' arrangements previously described in this document.

10.4 Discretionary allowances and payments

- 10.5 The STPCD makes provision for Governing Bodies to award additional allowances to teachers under specific circumstances where there are clear operational reasons to justify the additional payment only. This reason will be clearly identified in each case and will be reflected in job descriptions and/or appointment letters. For part time staff the allowance or payment will be pro-rata.

- 10.6 The Governing Body will conduct an annual formal review of all such awards.

- 10.7 In relation to the head teacher, any additional payment under this section will form part of the 25% limit on the use of all discretions unless the Governing Body identify the exceptional circumstances discretion. The head teacher pay range should take into account difficulties in recruitment or retention so no additional allowance can be paid to the head teacher for these reasons.

10.8 Teaching and learning responsibility payments (TLR)

- 10.9 The relevant body may award a TLR to a classroom teacher.

- 10.10 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.

10.10.1 The annual value of a TLR 1 must be between **£8,706** and **£14,732**

10.10.2 The annual value of a TLR 2 must be between **£3,017** and **£7,638**

- 10.11 The job descriptions will clarify the responsibilities for which a TLR is awarded, considering the criterion and factors set out in paragraph 20.1 and 20.4 in the STPCD.

- 10.12 Only one TLR1 or 2 may be held at any time; however, a teacher in receipt of either a TLR1 or 2 may also hold a concurrent TLR3. Where duties of the post holder substantially change, the value of the TLR should be reviewed.
- 10.13 The relevant body may award a TLR3 of between **£611** and **£3,028** for clearly time-limited school improvement projects, or one-off externally driven responsibilities as set out in the STPCD (this would not normally be for a period of more than one year).
- 10.14 The Governing Body will set out in writing to the teacher the duration of the TLR3, and the amount of the award which will be paid in monthly instalments. At the end of the fixed term period, the employee returns to their substantive role and no safeguarding will apply in relation to an award of a TLR3.
- 10.15 The school will have five available TLR3 payments, valued at in steps of £500 between **£600** and **£2,975**. These may be awarded, at the school's discretion, according to the criteria laid down at paragraphs 20.3 and 20.4 in the STPCD, proportionate to the challenge and complexity of the additional tasks or projects allocated to the teacher.
- 10.16 Temporary awards of TLR payments will only be made during the absence of permanent TLR post holders or where there is a vacancy. The reason for the temporary award will be made clear in writing together with the date/event that will bring the additional duties and associated allowance to an end.

11.0 Special Education Needs (SEN) Allowances

- 11.1 The Pay Policy will award an SEN allowance at a spot value between **£2,384** and **£4,703** to any teacher who meets the criteria as set out in this document.
- 11.2 When deciding on the amount of the allowance to be paid, the Governing Body will take into account the structure of the school's SEN provision and the following provisions:
- 11.2.1 any mandatory qualifications required for the post
 - 11.2.2 qualifications or expertise of the post holder
 - 11.2.3 relative demands of the post
- 11.3 The Governing body will establish differential values in relation to SEN roles in order to reflect significant differences in the nature and challenge of the work so that the different pay levels can be objectively justified. The relevant body will take account of the section 3 guidance in the STPCD.

12.0 Recruitment and Retention

- 12.1 Payment of recruitment or a retention incentive will be determined on the basis of local market conditions. The Governing Body have the discretion to award an allowance or other benefit to attract a suitable candidate to a post or to retain a teacher in a post.
- 12.2 The amount and nature of this allowance or benefit is not specified in the document but the relevant body will make clear at the outset, in writing, the expected duration of any such incentive or benefits and the review date after which they may be withdrawn.

13.0 SCHOOL SUPPORT STAFF

13.1 Determination of grades (job evaluation process)

- 13.2 The governors will establish a grading structure for support staff within the school following consultation with staff and their representatives. Community and voluntary aided schools are required to use the Local Authority's grading structure and conditions of service (Green Book). However, in practice, most if not all foundation and voluntary aided schools employ their support staff under Green Book conditions of service and also use the council's grading structure (see Appendix 2).
- 13.3 The Governing Body recognises its legal obligations in relation to equal pay and equal treatment and has resolved to adopt the County Council's job evaluation scheme in full to meet these obligations in relation to support staff
- 13.4 The Pay Panel will be responsible for ensuring that support staff grading is reviewed when:
- 13.4.1 new posts are created
 - 13.4.2 an existing post has changed to the extent that an evaluation is felt to be necessary
 - 13.4.3 a member of staff requests a review of the grade of their post.
- 13.5 It is suggested that the advice received in relation to the grading of posts under these circumstances will be based on a detailed job evaluation using the scheme applied throughout the County Council and agreed with the recognised trade unions.

13.6 Determination of starting salary on initial appointment to the school

- 13.7 Support staff new to the school will normally be placed on the minimum point of the scale to which they have been appointed. However, the governors have discretion to, on the recommendation of the head teacher, give credit for skills and experience which is regarded as relevant and of value to the school.

13.8 Annual salary progression

- 13.9 Annual progression within a salary scale is intended to be recognition that staff members have met the requirements of their job and made a full contribution to the work of the school.
- 13.10 Incremental progression within the salary scale is automatic for support staff on 1 April each year, based on service throughout the previous calendar year unless the school has determined there is unsatisfactory performance.
- 13.11 The Governing Body will plan to ensure that a review of performance is undertaken during the Autumn Term (Term two) each year as part of this process.
- 13.12 The Governing Body has the power to withhold or delay the award of an annual salary point in cases where service during the previous calendar year has been rated as unsatisfactory. The power will only be used as part of an ongoing formal performance procedure where a member of staff has been given a formal warning under the appropriate procedure. The Governing Body will require evidence to be available to demonstrate a proper process has been followed.
- 13.13 There are separate arrangements for staff in their first year of service when the payment of a first increment must be delayed until six months' service has been accumulated.

13.14 Review of job description and hours of work

13.15 The Pay Panel will request that the head teacher periodically reviews the job description and hours of work for support staff. The head teacher will be expected to make recommendations for changes where it is felt that hours of work have become inappropriate for the needs of the school and/or for the re-evaluation of the post's grade where the job description has changed.

13.16 Support staff working in a part time capacity

13.17 Part time staff have identical entitlements in relation to pay as their full-time colleagues, except that salary is paid on a pro rata basis to reflect the proportion of time worked.

13.18 Salary entitlement for staff working all year round on a part time basis is as follows:

$$\frac{\text{Contracted hours of work}}{37} \times \text{Annual salary} = \text{Pro rata salary}$$

13.19 The resultant salary from this calculation includes the entitlement to 6.5 (or 7.5 after five years continuous service) pro rata weeks of paid leave.

13.20 Annual leave entitlements are normally taken during school closure periods.

13.21 Term time only staff

13.22 The same conditions apply to staff employed on a term time only basis except that the calculation reflects the shorter working year and pro rata paid leave entitlement.

$$\frac{\text{Contracted hours of work}}{37} \times \frac{\text{Weeks worked} + \text{Pro rata leave entitlement}}{52.1429} \times \text{Annual salary}$$

13.23 Pay/compensation for additional work

13.24 Support staff must receive compensation for any additional work they are required to do by the head teacher or line manager. Permission must be sought before additional work is undertaken.

13.25 Compensation will be agreed when permission is given for the additional work and will be taken as time off in lieu at an agreed time or an additional payment.

13.26 For full time staff a payment will take the form of an overtime payment at the rate specified in conditions of service, for part time staff the payment will be at plain time until 37 hours have been worked (aggregated over the course of a month) then overtime rates will apply.

14.0 Pay procedures

14.1 The relevant body can allocate delegated authority to a Pay Panel (or committee) for pay decisions. This can be three governors who administer and manage the pay policy on a day-to-day basis.

14.1.1 one of the three selected governors will act as Chair of the panel

14.1.2 none of the governors serving on the panel is employed within the school

14.1.3 in schools where there is an interim executive board (IEB), alternative panel arrangements may be necessary

14.2 Pay Panel: Terms of reference

14.2.1 to apply the school pay policy on behalf of the Governing Body fairly and equitably

14.2.2 to ensure that the school's management team provide all employees with a current and accurate job description which is regularly reviewed

14.2.3 to regularly review the school's pay scales for leadership and teaching staff (and support staff where GCC pay grades are not required or covered by national agreement)

14.2.4 to ensure this policy links effectively with the school's appraisal policy

14.2.5 to arrange the head teacher's performance management as laid out in the school's appraisal policy

14.2.6 to be responsible for annual performance related pay decisions and requests for the review of pay and grading based on changes in duties and responsibilities

14.2.7 to make appropriate arrangements for representations from employees to be heard on pay related matters including salary, grading or pay decisions and to seek additional evidence, information, or advice as necessary to respond to this request

14.2.8 to exercise the governors' discretionary powers as specified in this document

14.2.9 to review the head teacher group pay range and report findings and/or make recommendations for change to the Governing Body regarding leadership group grading where there is a new appointment or role responsibilities change significantly

14.2.10 to ensure teachers have an annual review of their salary and a written salary statement, no later than one month after the date of determination

14.3 The group will record and keep its work and the results of individual reviews and decisions confidential.

14.4 The Chair of the panel will report to the Governing Body periodically but will not report on details of decisions (to ensure that sufficient governors remain available to hear appeals if necessary). Where changes will have significant implications for the school budget, an urgent report will be made directly to the Chair of Governors.

15.0 Pay Appeals Panel

15.1 The Governing Body will select governors to hear representations relating to pay related decisions on its behalf. This group will have the same composition requirements as the Pay Panel, except that none of these governors can be a member of the Pay Panel or have been involved in any pay decisions.

15.2 The panel will:

15.2.1 follow appeals procedure

15.2.2 ensure terms of this policy and related procedures have been correctly applied

15.2.3 periodically report to the Governing Body to present progress reports

15.3 Representations about pay recommendations and/or decisions

15.4 Any employee who is dissatisfied with a pay decision should:

15.5 **Informal discussion:** with the head teacher to resolve the issue, requested as soon as possible after receiving notice of the pay recommendation, normally within five days.

- 15.6 **Formal representation:** if the employee remains dissatisfied with the recommendation, they can submit written representations to the Pay Panel who should respond within five days. This will lead to a formal meeting with the panel in which the employee may present evidence, call witnesses and have the opportunity to ask questions. The Pay Panel will make a pay determination which will be confirmed in writing.
- 15.7 **Formal appeal hearing:** if the staff member remains dissatisfied, they may submit written representations to the Chair of the Pay Appeals Panel. This should include any additional facts for reconsideration and be submitted within five working days of the receipt of the pay statement.
- 15.7.1 The Pay Appeals Panel will acknowledge the request and arrange a meeting within 10 working days to consider the employee's concerns.
- 15.7.2 In the hearing before the Panel, the employee and management representative will have the opportunity to present their evidence, call witnesses and question each other.
- 15.7.3 The result of the hearing will be given in writing within a reasonable period, normally five working days. This decision will be final and binding in terms of this policy.
- 15.8 The employee has the right to be accompanied at all formal meetings by a trade union representative or work colleague if they wish.

Teachers' Pay Award September 2022 – STPCD Advisory Pay Scales**UNQUALIFIED TEACHER PAY RANGE**

STPCD Unqualified teachers pay range - advisory reference points 2022/23					
		England	Fringe area	Outer London	Inner London
Minimum	U1	19,340	20,594	22,924	24,254
	U2	21,559	22,810	25,144	26,473
	U3	23,777	25,029	27,362	28,692
	U4	25,733	26,984	29,323	30,647
	U5	27,954	29,203	31,539	32,863
Maximum	U6	30,172	31,421	33,759	35,081

MAIN PAY RANGE

STPCD Main pay range - advisory points 2022/23					
		England	Fringe Area	Outer London	Inner London
Minimum	M1	28,000	29,344	32,407	34,502
	M2	29,800	31,126	34,103	36,141
	M3	31,750	33,055	35,886	37,857
	M4	33,850	35,151	37,763	39,655
	M5	35,990	37,264	40,050	41,892
Maximum	M6	38,810	40,083	43,193	44,756

UPPER PAY RANGE

STPCD Upper pay range - advisory points 2022/23					
		England	Fringe Area	Outer London	Inner London
Minimum	U1	40,625	41,858	44,687	49,320
	U2	42,131	43,360	46,340	51,743
Maximum	U3	43,685	44,919	48,055	53,482

LEADING PRACTITIONERS' PAY RANGE

STPCD Leading Practitioners pay range – min. and max. pay range 2022/23					
		England	Fringe Area	Outer London	Inner London
Minimum		44,523	45,749	48,055	52,936
Maximum		67,685	68,913	71,220	76,104

DISCRETIONARY LEADERSHIP REFERENCE POINTS 2022/23

STPCD Leadership Group pay range - advisory reference points 2022/23				
	England	Fringe Area	Outer London	Inner London
1	44,305	45,524	47,820	52,676
2	45,414	46,636	48,932	53,791
3	46,548	47,770	50,060	54,929
4	47,706	48,935	51,225	56,085
5	48,895	50,124	52,415	57,280
6	50,122	51,347	53,637	58,501
7	51,470	52,700	54,990	59,854
8	52,659	53,880	56,174	61,039
9	53,973	55,197	57,488	62,349
10	55,360	56,583	58,876	63,737
11	56,796	58,017	60,308	65,170
12	58,105	59,332	61,623	66,485
13	59,558	60,785	63,077	67,935
14	61,042	62,268	64,553	69,420
15	62,561	63,782	66,073	70,934
16	64,225	65,450	67,740	72,604
17	65,699	66,934	69,218	74,080
18*	66,684	67,897	70,169	74,982
18	67,351	68,576	70,871	75,732
19	69,022	70,245	72,542	77,401
20	70,733	71,963	74,249	79,113
21*	71,765	72,985	75,250	80,062
21	72,483	73,715	76,003	80,862
22	74,283	75,510	77,795	82,662
23	76,122	77,345	79,635	84,496
24*	77,237	78,454	80,718	85,535
24	78,010	79,240	81,526	86,391
25	79,949	81,173	83,464	88,325
26	81,927	83,155	85,441	90,302
27*	83,126	84,336	86,604	91,416
27	83,956	85,181	87,471	92,330
28	86,040	87,261	89,555	94,415
29	88,170	89,396	91,682	96,551
30	90,365	91,583	93,877	98,741
31*	91,679	92,896	95,164	99,977
31	92,597	93,825	96,116	100,977
32	94,898	96,127	98,411	103,273
33	97,256	98,485	100,774	105,635
34	99,660	100,888	103,177	108,039
35*	101,126	102,342	104,606	109,422
35	102,137	103,366	105,651	110,516
36	104,666	105,891	108,178	113,041
37	107,267	108,494	110,785	115,650
38	109,922	111,148	113,439	118,298
39*	111,485	112,695	114,964	119,778
39	112,601	113,823	116,114	120,976
40	115,410	116,641	118,930	123,793
41	118,293	119,520	121,811	126,678
42	121,258	122,486	124,770	129,635
43*	123,057	124,274	126,539	131,353

**These points are the maximum salaries for the eight head teacher group ranges.*

Appendix 2

GCC & School Support Staff Grading Structure ('Green Book' Employees) – April 2022

Grade (April 2022)	SCP (April 2022)	Salary (April 2022)	Apprenticeship 80% salary
Grade 1	1	£20,258	
Grade 2	2	£20,441	
	3	£20,812	
Grade 3	4	£21,189	£16,951
	5	£21,575	£17,260
	6	£21,968	£17,574
Grade 4	7	£22,396	£17,917
	8	£22,777	£18,222
	9	£23,194	£18,555
	10	£23,620	£18,896
Grade 5	11	£24,054	£19,243
	12	£24,496	£19,597
	13	£24,948	£19,958
	14	£25,409	£20,327
Grade 6	15	£25,878	£20,702
	16	£26,357	£21,086
	17	£26,845	£21,476
	18	£27,344	£21,875
	19	£27,852	£22,282
	20	£28,371	£22,697
Grade 7	21	£28,900	£23,120
	22	£29,439	£23,551
	23	£30,151	£24,121
	24	£31,099	£24,879
	25	£32,020	£25,616
Grade 8	26	£32,909	£26,327
	27	£33,820	£27,056
	28	£34,723	£27,778
	29	£35,411	£28,329
	30	£36,298	£29,038
Grade 9	31	£37,261	£29,809
	32	£38,296	£30,637
	33	£39,493	£31,594
	34	£40,478	£32,382
	35	£41,496	£33,197
	36	£42,503	£34,002
Grade 10	37	£43,516	£34,813
	38	£44,539	£35,631
	39	£45,495	£36,396
	40	£46,549	£37,239
Grade 11	41	£47,573	£38,058
	42	£48,587	£38,870
	43	£49,590	£39,672

These pay scales reflect the last negotiated pay award by the National Joint Council for Local Government Services covering 2022-23 and the local GCC Pay and Grade restructure Sept 2019.

Progression is subject to the provisions of the Salary Progression Scheme.

Job Evaluation grades & points	
Grade 1: 1 Up to 262 points	Grade 6: 384 – 421 points
Grade 2: 263 – 285 points	Grade 7: 422 – 459 points
Grade 3: 286 – 315 points	Grade 8: 460 – 506 points
Grade 4: 316 – 350 points	Grade 9: 507 – 540 points
Grade 5: 351 – 383 points	Grade 10: 541 – 585 points
Grade 11: 586 and above points	

Notice Periods	
Grades 1-7	1 month
Grades 8-9	2 month
Grades 10-11	3 month

Apprenticeship Pay Rates	
Level	Pay Rate per annum
Level 2	£11,882
Level 3	£14,108
Level 4 & above	80% of the grade