



JIGSAW LEARNING TRUST  
PAY POLICY - TEACHERS



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## **1.0 Introduction**

- 1.1 This policy sets out the school's principles and arrangements for making decisions on teachers' pay. It has been developed to comply with current legislation and the requirements of the current School Teachers' Pay and Conditions Document (STPCD). The policy covers all areas where schools have discretion within the STPCD to make decisions. It is not intended to be a duplication of the areas of the STPCD where schools have no discretion and should therefore be used in conjunction with the STPCD to ensure full compliance.
- 1.2 The Trust Board has developed this policy with the objective of recruiting, retaining and motivating all teachers to ensure the best educational opportunities for pupils at the school.
- 1.3 Pay decisions at this school are made by the Personnel Committee of the Trust Board.

## **2.0 Legislation**

- 2.1 The implementation of this pay policy will comply with:
- The Equality Act 2010
  - The Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000;
  - The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2000 The Employment Rights Act 1996, the Employment Relations Act 1999, the Employment Act 2002 and the Employment Act 2008;
  - Agency Workers Regulations 2010
  - The current edition of the School Teacher's Pay and Conditions Document

## **3.0 Consistency of Treatment and Fairness**

- 3.1 The Governing board is committed to ensuring consistency of treatment and fairness. It will abide by all relevant equality legislation, including where the duty to make reasonable adjustments applies. The Governing board is aware of the guidance on the Equality Act issued by the Department for Education.

## **4.0 Principles**

4.1 The Trust Board will ensure its processes are open, transparent and fair. All decisions will be objectively justified. Adjustments will be made to take account of special circumstances, for example maternity leave or other long term absence. The exact adjustments will be made on a case by case basis.

## **5.0 September 2023 Pay Award**

5.1 The Trust is committed to implementing the changes set out within the School Teachers' Pay and Conditions Document 2023:

- A 6.5% increase will be applied to all pay points and allowance ranges and advisory points, with the exception of M1 which has an increase of 7.1% in order to achieve a minimum starting salary of £30,000

5.2 Changes will be backdated to 1<sup>st</sup> September 2023.

## **6.0 Pay Reviews**

6.1 In line with its terms of reference, the Trust Board will review every teacher's salary annually, with effect from 1 September and this review will be completed by 30<sup>th</sup> November except for the Headteacher, where the review will be completed by 31 December. In exceptional circumstances the Trust Board may extend these timescales, for example due to maternity leave or other long term absence.

6.2 The employee should receive their written appraisal report with pay recommendation no later than 31<sup>st</sup> October and at least 5 working days before a pay determination is made ensuring that any objections have been discussed and recorded before any pay determination is made.

6.3 The Trust Board may review a teacher's salary at other times of the year to reflect any changes in circumstances or job description that lead to a change in the basis for calculating an individual teacher's pay.

6.4 Teachers will be provided with a written pay statement no later than one month after their salary determination. This will include the information required by the STPCD. The reasons for declining any pay progression will be clearly specified in the individual pay statement.

## **7.0 Basic Pay Determination on Appointment**

- 7.1 The Trust Board will determine the pay range for a vacancy prior to the post being advertised. The starting salary will therefore be by negotiation following consideration of previous experience.
- 7.2 In making such determinations, the Trust Board will take into account a range of factors including;
- the requirements and nature of the post;
  - the level of qualifications, skills, experience and specialist knowledge required;
  - market conditions;
  - the wider school context.
- 7.3 The Trust Board may also use its discretion to award a recruitment incentive to secure the candidate of its choice, in line with the STPCD.
- 7.4 There is no assumption that a teacher will be paid at the same rate as they were being paid in a previous school although in practice this may be the norm in order to recruit able staff.

## **8.0 Pay Progression Based on Performance**

- 8.1 The Trust recognises that the performance of a teacher is the most important factor in deciding on salary levels, but that high quality performance is achieved through high quality and successful experience and focused professional development.
- 8.2 In this Trust all teachers, can expect to receive regular, constructive feedback on their performance and are subject to annual appraisal that recognises their strengths, informs plans for future development and helps to enhance their professional practice. The arrangements for teacher appraisal are set out in the school's Appraisal policy.
- 8.3 Decisions regarding all pay progression will be made with reference to the teacher's appraisal reports and the pay recommendations they contain. All judgements will be rooted in evidence and the Trust Board will be able to justify its decision. Additional details regarding the evidence and other factors that will be taken into consideration are outlined further in the policy.

- 8.4 It will be possible for a 'no progression' determination to be made without recourse to the formal capability procedure. Where it is determined that a teacher will not receive pay progression the decision will be fully explained and followed up in writing. Where a teacher disagrees with the decision they will have a right of appeal.
- 8.5 There will be meetings throughout the appraisal process so that all teachers are aware of their progress towards meeting the criteria for pay progression. In the event that a teacher is unlikely to meet the criteria for pay progression they can expect to be alerted to this and given support to improve their performance.
- 8.6 Teacher's appraisal reports will contain pay recommendations. Final decisions about whether or not to accept a pay recommendation will be made by the Trust Board, having regard to the appraisal report and taking into account the appraiser's recommendation.

## **9.0 Appeals Procedure**

- 9.1 The STPCD requires schools to have a pay policy in place that sets out the basis on which teacher's pay is determined and the procedures for handling appeals.
- 9.2 As part of the appraisal process, a pay recommendation is made by the appraiser/reviewer and discussed with the teacher prior to being submitted to the committee.
- 9.3 Where the teacher is not satisfied with a pay recommendation they should seek to resolve this informally in the first instance with the appropriate appraiser/reviewer and at the conclusion of any further discussion, the pay recommendation may be adjusted or it may remain the same, the appraisal report should be updated to reflect this discussion.
- 9.4 If a teacher remains unsatisfied with the final pay recommendation they may formally appeal against the decision within 10 working days to the Clerk to the Trust Board. Any appeal should include sufficient detail of the grounds of appeal.
- 9.5 Any appeal should be dealt with promptly, thoroughly and impartially.

- 9.6 Employees have the right to be accompanied at an appeal hearing. If the employees representative is not available at the time of the hearing it must be rescheduled so long as a reasonable alternative date is within five working days of the original date proposed.
- 9.7 The appeal will be heard by the Appeals committee consisting of a minimum of three governors who have not been previously involved in the pay determination and are not employees of the school. It is highly recommended that these governors have knowledge and experience of the schools appraisal and pay policies. The appeal hearing should be formally clerked. Both the person who made the recommendation and the decision maker will be required to attend the appeal.
- 9.8 The only grounds that will be accepted as the basis of an appeal are that the person who made the decision are claimed to have:
- Incorrectly applied the Trust's appraisal or pay policy;
  - incorrectly applied any provision in the STPCD;
  - failed to have proper regard to statutory guidance;
  - failed to take proper account of relevant evidence;
  - took account of irrelevant or inaccurate evidence;
  - was biased; or
  - unlawfully discriminated against the teacher
- 9.9 In advance of the appeal hearing date, and at least 5 working days before the appeal hearing date, the appeal panel will, as a minimum, receive copies of:
- The teacher's written grounds of appeal;
  - The appraisal report;
  - Any other documentation the teacher will rely upon;
- 9.10 Appendix 1 of this policy sets out the procedure to be used during an appeal hearing.

## 10 **Executive Pay**

- 10.1 The Academy will have regard to the guidance produced by the Education and Skills Funding Agency and ensure it has complied with the Academy Trust Handbook when setting executive pay. All decisions will follow a robust evidence-based process which will be clearly recorded and retained by the Academy to evidence good financial management. All decisions about levels of executive pay (including salary and any other benefits) will be a reasonable and defensible reflection of the individual's role and responsibilities. To ensure

impartiality the executive in question will not be involved in deciding their remuneration.

10.2 The Academy Trust Board will comply with the academy trust handbook ensuring it will discharge its responsibilities effectively, ensuring its approach to pay is transparent, proportionate and justifiable and is in line with the Education and Skills Funding Agency guidance.

### 11.0 Leadership Group Pay

11.1 To comply with the STPCD, the Trust Board will only review the pay of leadership group posts appointed prior to 1 September 2014 in the following circumstances:

- individual responsibilities have significantly changed on or after 1 September 2014;
- to maintain consistency either with pay arrangements for new appointments to the leadership group made on or after 1 September 2014 or with pay arrangements for a member(s) of the leadership group whose responsibilities have significantly changed on or after that date.

11.2 Any such review will be done so in accordance with the provisions of the STPCD.

11.3 For new appointments, the Trust Board will comply with the STPCD.

11.4 When determining a pay range, the Trust Board will allow at least 5 reference points for performance-related progression.

11.5 The eight leadership bands are:

<b>Band</b>	<b>Points</b>	<b>Salary Range</b>
1	6 - 18*	£53,380 - £71,019
2	8 - 21*	£56,082 - £76,430
3	11 - 24*	£60,488 - £82,258
4	14 - 27*	£65,010 - £88,530
5	18 - 31*	£71,729 - £97,639
6	21 - 35*	£77,195 - £107,700
7	24 - 39*	£83,081 - £118,732
8	28 - 43	£91,633 - £131,056

11.7 Given that Leadership Group 1 starts above the minimum of the range, points 1-5 will only be used for Deputy and Assistant Headteachers.



## 12.0 Pay Progression – Leadership Group

- 12.1 The Trust Board will annually review the salaries of the members of the Leadership Group in accordance with the STCPD. All decisions regarding pay progression will be related to the individual's performance and appraisal reports.
- 12.2 Where the evidence demonstrates sustained high quality of performance, the Trust Board will consider the award of one point. Where the evidence shows exceptional performance, the Trust Board may consider the use of its flexibilities to pay enhanced pay progression up to the maximum of two additional points.
- 12.3 If a member of the leadership group reaches the top of their pay range, they will continue to be paid at the top of that range until such time as the Trust Board is able to reassess the pay range using the new method stipulated in paragraph 9 of this policy and part 2 of the STPCD.

## 13.0 Temporary Additional Payments to Headteachers

- 13.1 In accordance with paragraph 10 of the STCPD, the Trust Board will consider awarding an additional payment to the Headteacher only for clearly temporary responsibilities or duties that are in addition to the post for which the salary has been determined.

## 14.0 Main Pay Range

- 14.1 In this Trust, the Trust Board will use reference points to determine teacher salaries. The pay range is:

Point		Salary
<b>Minimum</b>	M1	£30,000
	M2	£31,737
	M3	£33,814
	M4	£36,051
	M5	£38,330
<b>Maximum</b>	M6	£41,333

## 15.0 Pay Progression – Main Scale Teachers

15.1 To be fair and transparent, assessments of performance will be properly rooted in evidence. As a teacher moves up the main pay range, this evidence should show;

- a positive impact on pupil progress;
- an impact on wider outcomes for pupils;
- improvement in specific elements of practice identified to the teacher;
- a positive contribution to the work of the school;
- a positive impact on the effectiveness of staff and colleagues.

15.2 To move up the main pay range one 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.

15.3 If the evidence shows that a teacher has exceptional performance the Trust Board may consider the use of its flexibilities to pay enhanced pay progression up to the maximum of two additional points.

15.4 Upon successful completion of NQT year a teacher should progress one point.

## 16.0 Upper Pay Range

16.1 In this Trust, the Trust Board will use reference points to determine teacher salaries. The pay range is:

Point		Salary
Minimum	U1	£43,266
	U2	£44,870
Maximum	U3	£46,525

## 17.0 Progression to the Upper Pay Range

17.1 Any qualified teacher can apply to be paid on the Upper Pay Range and any application must be assessed in line with this policy. **It is the responsibility of the teacher to decide whether or not they wish to apply to be paid on the upper pay range.**

17.2 Where a teacher is simultaneously employed at another school, they may submit separate applications if they wish to apply to be on the upper pay range in that school. This school will not be bound by any pay decision made by another school.

- 17.3 Applications should be made to the Headteacher in writing once a year. The deadline for receipt is 31 October for progression from the start of that academic year.
- 17.4 All applications should include the results of the two most recent appraisals, including any recommendation on pay. Where such information is not available, for example, those returning from maternity or other long term absence a written statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria must be submitted by the applicant.
- 17.5 Appendix 2 provides an Upper Pay Range Application Form to be used for this purpose.
- 17.5 An application will be successful where the Trust Board is satisfied that:
- the teacher is highly competent in all elements of the relevant standards;
  - the teacher's achievements and contribution to the school are substantial and sustained.
- 17.6 For the purposes of this policy:
- 'Highly competent' means the teacher's performance is assessed as not only good but also good enough to provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice and how to make a wider contribution to the work of the school, in order to help them meet the relevant standards and develop their teaching practice.
  - 'Substantial' means 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' means the teacher must have had two consecutive successful appraisal reports in this school and have made good progress towards their objectives during this period. Please note that a lesser period of time can be considered in situations such as maternity or other long term absence.

- 17.7 The Trust Board will make the final decision on applications advised by the Headteacher.
- 17.8 Where an application is successful, applicants will move to the upper pay range from the start of the academic year. Successful applicants will be placed on the minimum point of the upper pay range.
- 17.9 Where an application is unsuccessful, teachers will be provided with written feedback of the areas where it was felt the teacher's performance did not satisfy the relevant criteria as set out in this policy. Unsuccessful applicants have the right to request verbal feedback from the assessor within 10 working days of the date of determination by the Trust Board. Feedback should be given in a positive manner and include advice and support on areas for improvement in order to meet the relevant criteria.
- 17.10 Any appeal against a decision not to move a teacher to upper pay range will be managed in line with the appeal process outlined in section 9.

#### **18.0 Progression within the Upper Pay Range**

18.1 Once a teacher has applied and been successful in progressing to the upper pay range, they are not required to apply for progression to move within the range, Headteachers would consider pay progression as and when the teacher becomes eligible. There is an expectation that, when eligible, the Headteacher will actively review the teachers performance and determine if pay progression is applicable and appropriate. Pay progression within the upper pay range is possible when the Teacher can demonstrate sustained achievements. In order to be able to demonstrate they meet the sustained definition as set out in paragraph 16.6, progression within the range is usually two yearly. This is because it is necessary to evidence two consecutive successful appraisal reports before being eligible for pay progression within the upper range. In making a decision regarding pay progression, the Governing Board will take into account:

- the criteria set out in the STPCD;
- the evidence base, which should show that the teacher has had a successful appraisal and has made good progress towards objectives;
- the evidence that the teacher has maintained the criteria set out in the STPCD, 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 meanings of these criteria are set out in section 16 of this policy.

18.2 Where the evidence shows the teacher has made good progress, the teacher will move to the next point on the upper pay range.

18.3 Where it is clear from the evidence that the teacher's performance is exceptional in relation to the criteria, and where the teacher has met or exceeded their objectives and teaching is exceptional as determined by the Governing Board the Governing Board may use its flexibility to decide on enhanced progression from the minimum to the maximum of the upper pay range.

### 19.0 Leading Practitioner Roles

19.1 This school will not appoint to Leading Practitioner Roles.

### 20.0 Unqualified Teachers

20.1 In this Trust, the Trust Board will use reference points to determine unqualified teacher salaries. The pay range is:

Point		Salary
<b>Minimum</b>	1	£20,598
	2	£22,961
	3	£25,323
	4	£27,406
	5	£29,772
<b>Maximum</b>	6	£32,134

20.2 The Trust Board will determine where a newly appointed unqualified teacher will be placed on the pay range, having regard to any qualifications or experience he/she may have, which they consider of value. The Trust Board will consider whether it wishes to pay any additional allowances in line with the STPCD.

### 21.0 Pay Progression - Unqualified Teachers

21.1 In making a decision regarding pay progression, the Trust Board will take account of evidence to show:

- an improvement in teaching skills;
- a positive impact on pupil progress;
- an impact on wider outcomes for pupils;
- improvements in specific elements of practice identified to the teacher;
- a positive contribution to the work of the school;
- a positive impact on the effectiveness of staff and colleagues.

21.2 To move up the pay range one point at a time, unqualified teachers will need to have made good progress towards their objectives. If the evidence shows that an unqualified teacher has exceptional performance the Trust Board may consider the use of its flexibilities to pay enhanced pay progression up to the maximum of two additional points.

## 22.0 Early Career Teachers

22.1 In the case ECT's, whose appraisal arrangements are different, pay recommendations will be made by means of the statutory induction process.

22.2 From September 2023 all early career teachers are subject to a two year induction period, the school will consider whether to award an ECT pay progression after each year of their induction. Early career teachers will not be disadvantaged in respect of decision around pay progression as a result of changes to the statutory induction period.

## 23.0 Teaching and Learning Responsibility Payments

23.1 In this Trust, the annual values of TLR payments are:

TLR	Salary
TLR 1 Min	£9,272
TLR 1 Max	£15,690
TLR 2 Min	£3,214
TLR 2 Max	£7,847
TLR 3 Min (Fixed term)	£639
TLR 3 Max (Fixed term)	£3,169

- 23.2 TLR payments will be awarded to qualified teachers in accordance with the STPCD. TLRs will be assigned to specific posts within the school's staffing structure.
- 23.3 The Trust Board will consider the award of a fixed term TLR 3, where appropriate, in line with the STPCD. In this school, the annual value of a TLR 3 will be no less than £639 and no greater than £3,169.
- 23.4 A teacher will not be awarded more than one TLR 1 and TLR 2 concurrently, but the Governing Body may consider the award of a concurrent TLR 3.

#### **24.0 Special Educational Needs Allowance**

- 24.1 Any teacher who meets the criteria set out the STPCD will be awarded an SEN allowance of no less than £2,384 and no greater than £4,703. The basis for determining whether the criteria are met will be the job description of the post and the contexts in which the post operates.
- 24.2 The Trust Board will determine the spot value of the allowance by taking into account the school's SEN provision and the additional factors stipulated in the STPCD.

#### **25.0 Recruitment and Retention Incentive**

- 25.1 In line with the STPCD, members of the Leadership Group will not be awarded such payments other than for housing or relocation costs.
- 25.2 The Trust Board may make such payments or provide such other financial assistance, support or benefits to a teacher as it considers to be necessary as an incentive for the recruitment of new teachers and the retention of existing teachers.
- 25.3 Where a Recruitment and Retention Incentive is awarded, the amount will be determined to meet the circumstances of the case. Written notification will be provided at the time of the award in line with the guidance within the STPCD.
- 25.4 The Trust Board will conduct an annual review of all awards.

#### **26.0 Additional Payments**

26.1 The Trust Board may make such payments as they see fit to a teacher in accordance with the provisions of the STPCD.

## **27.0 Acting Allowance**

27.1 Determinations to pay an acting allowance will be made in accordance with the STPCD.

## **28.0 Part Time Teachers**

28.1 Teachers employed on an on-going basis at the school but who work less than a full working week are deemed to be part time. A part time teacher will be paid according to the proportion of the school's timetabled teaching week (STTW) that they work, as set out in the STPCD.

28.2 Part-time teachers must be paid a percentage of the appropriate full-time equivalent salary as set out in the STPCD. The same percentage must be applied to any allowances awarded to a part-time teacher with the exception of TLR 3 payments which are not subject to the pro rata principle.

28.3 Part-time teachers cannot be required to work or attend non-pupil days, or parts of days, on days they do not normally work, but it is open to the teacher to attend non-pupil days or work on other days by mutual agreement with the headteacher and the pay calculation should be applied to any resultant additional hours worked. Part time teachers may be required to undertake work that is within their allocation of directed time beyond that specified in the school's timetabled teaching week, allocated reasonably on any day or part of any day on which they are required to work.

## **29.0 Short Notice/Supply Teachers**

29.1 Teachers employed on a day to day basis or other short notice basis will be paid on a daily basis calculated based on the full working year for the academic year 2023/24 consisting of 195 days; periods of employment for less than a day being calculated pro-rata

## **30.0 Salary Safeguarding**

30.1 Salary safeguarding will be paid to eligible teachers in line with the provisions of the STPCD.



- 30.2 Where safeguarding applies the required notification will be provided no later than one month after the date of the determination.
- 30.3 If the safeguarded sum is £500 or more the teacher must undertake additional duties that the Trust Board consider are appropriate and commensurate with the safeguarded sum. The Trust Board will consider the withdrawal of the safeguarded sum if the teacher unreasonable refuses to undertake these duties and will give one month's notice to the teacher.
- 30.4 TLR1s and TLR2s awarded to teachers employed under a fixed-term contract or whilst they occupy another post in the absence of a post-holder will not be safeguarded after the fixed-term contract expires or the post ceases to be occupied.

## **32.0 Pensions**

31.1 The Trust Board will not increase the salary of any employee or use any other pay flexibilities in order to secure an improved pension entitlement on retirement. Such enhancements may be in breach of pension scheme legislation and may represent a misuse of public funds.

## Appendix 1

### Appeal Hearing Procedure

The following procedure should be followed at an appeal hearing;

#### 1 Introductions

- The Chair introduces everyone and their role and then outlines the order of the hearing.

#### 2 The employee case:

- Employee or their representative presents employee case providing any evidence to support their case including from witnesses (if any).
- Recommendation maker/decision maker have the opportunity to question the employee.
- The panel then have the opportunity to question the employee.

#### 3 The management case:

- Recommendation Maker/Decision maker presents the management case, providing any evidence to support their case and any witnesses.
- The employee or their representative has the opportunity to question the recommendation maker/decision maker.
- The panel then have the opportunity to question the recommendation maker/decision maker.

#### 4 Summarising and end of the hearing

- The Employee or their representative sum up their case
- The recommendation maker/decision make sums up the management case
- If appropriate the chair of the panel may sum up the key points from both sides
- The Chair will then end the hearing, advising the employee that they will receive the panel's decision in writing within a given timescale.

#### 5 Decision making

- Panel meet to reach their decision obtaining professional HR advice.
- The Clerk to note the main points of the discussions and their decision.

## 6 Communication of Decision

- Employee is notified of the decision and the reasons for the decision in writing.

This process performs the function of the grievance procedure on pay matters and decisions cannot therefore be reopened under general grievance procedures.

## Appendix 2

### Application Form (Main Pay Range – Upper Pay Range)

TEACHERS DETAILS :		
Name:		
School:		
Job Title:		
Current Salary point:		
Purpose (please tick as appropriate):	Application to move from Main Pay Range to the Upper Pay Range	
EVIDENCE		
I attach a copy of my two most recent appraisals, including any recommendation on pay.	YES / NO	
The schools covered by planning/review statement(s) (if different to current employer):		
I am unable to provide a copy of my two most recent appraisals for the following reason:		
I therefore attach a written statement and summary of evidence to demonstrate how I have met the assessment criteria above.	YES / NO / N/A	
DECLARATION:		
I confirm that at the date of this request for assessment;		
<ul style="list-style-type: none"><li>➤ I meet the eligibility criteria as details below and</li><li>➤ I attach the above required documents, covering the relevant period.</li></ul>		
Signature:		
Name:		
Date:		

**NOTE:** The deadline for receipt of this application is 31 October for progression from the start of the academic year.

**CRITERIA:**

To be successful in applying to be paid on the upper pay range the upper pay a teacher will be required to meet the criteria set out below:

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

**DEFINITIONS:**

Highly Competent	The teacher's performance is assessed as not only good but also good enough to provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice and how to make a wider contribution to the work of the school, in order to help them meet the relevant standards and develop their teaching practice.
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. Please note that a lesser period of time can be considered in situations such as maternity or long term sickness leave

To be completed by a representative of the **Governing Board** on consideration of application.

Date application considered:	
Application Successful	YES / NO
If unsuccessful - Date written feedback provided (within 10 working days):	

## Appendix 3

### Pay Ranges for 2023

#### Leadership Pay Range

The Leadership Group pay range for 2023 is:

Point	Salary	Point	Salary
1	£47,185	28	<b>£91,633</b>
2	£48,366	29	£93,902
3	£49,574	30	£96,239
4	£50,807	<b>31*</b>	<b>£97,639</b>
5	£52,074	31	£98,616
6	<b>£53,380</b>	32	£101,067
7	£54,816	33	£103,578
8	<b>£56,082</b>	34	£106,138
9	£57,482	<b>35*</b>	<b>£107,700</b>
10	£58,959	35	£108,776
11	<b>£60,488</b>	36	£111,470
12	£61,882	37	£114,240
13	£63,430	38	£117,067
14	<b>£65,010</b>	<b>39*</b>	<b>£118,732</b>
15	£66,628	39	£119,921
16	£68,400	40	£122,912
17	£69,970	41	£125,983
<b>18*</b>	<b>£71,019</b>	42	£129,140
18	<b>£71,729</b>	43	<b>£131,056</b>
19	£73,509		
20	£75,331		
<b>21*</b>	<b>£76,430</b>		
21	<b>£77,195</b>		
22	£79,112		
23	£81,070		
<b>24*</b>	<b>£82,258</b>		
24	<b>£83,081</b>		
25	£85,146		
26	£87,253		
<b>27*</b>	<b>£88,530</b>		
27	£89,414		

\*Scale points apply only to Headteachers at the top of the school group range in the academic year 2023/24.

### Main Pay Range

The Main Pay range for 2023 is:

Point		Salary
<b>Minimum</b>	M1	£30,000
	M2	£31,737
	M3	£33,814
	M4	£36,051
	M5	£38,330
<b>Maximum</b>	M6	£41,333

### Upper Pay Range

The Upper pay range for 2023 is:

Point		Salary
<b>Minimum</b>	U1	£43,266
	U2	£44,870
<b>Maximum</b>	U3	£46,525

### Leading Practitioner Pay Range

The Leading Practitioner pay scale is:

Point		Salary
<b>Minimum</b>	1	£47,417
	2	£48,606
	3	£49,812
	4	£51,057
	5	£52,330
	6	£53,642
	7	£55,087
	8	£56,357

	9	£57,765
	10	£59,249
	11	£60,785
	12	£62,186
	13	£63,740
	14	£65,330
	15	£66,955
	16	£68,736
	17	£70,313
<b>Maximum</b>	18	£72,085

### Unqualified Teachers Pay Range

The unqualified teacher pay range is:

Point		Salary
<b>Minimum</b>	1	£20,598
	2	£22,961
	3	£25,323
	4	£27,406
	5	£29,772
<b>Maximum</b>	6	£32,134

### Teaching and Learning Responsibility Payments

TLR	Salary
TLR 1a	£9,272
TLR 1b	£11,409
TLR 1c	£13,548
TLR 1d	£15,690
TLR 2a	£3,214
TLR 2b	£5,352
TLR 2c	£7,847

The annual value of a TLR 3 will be no less than £639 and no greater than £3,169.



## Appendix 4

### Summary of Changes

The significant changes which have been made to the September 2023 policy are:

#### Part 1 – Pay 2023/24

Section 5 6.5% increase on all pay points and allowances with the exception of M1 which has an increase of 7.1%

#### Part 2 – Other payments and allowances

Section 17 Clarified that a teacher does not need to apply for progression **within** the Upper range and made it clearer that Headteachers need to actively review performance for teachers on UPR.

Removed the word 'outstanding' and replaced with 'exceptional' and each Governing Board to determine what they view as exceptional teaching in light of ofsted no longer judging teaching as 'outstanding'.

Section 21 Removed the reference to ECT transition arrangements

#### Part 4 – Supplementary

Section 31 Updated the number of days in the academic year to 195 in line with STPCD 2023

### Appendices

Appendix 2 Removed reference to progression **within** the range from the application form to avoid confusion.

Appendix 4 Updated pay ranges