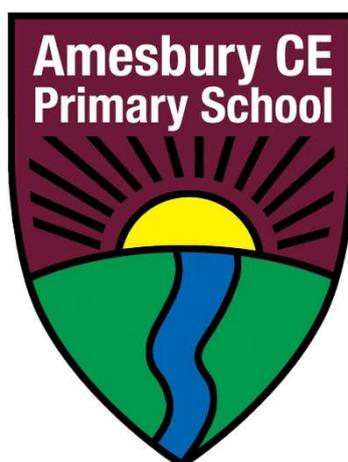


Amesbury CE Primary School

PAY POLICY 2019/2020



Adopted by Governors: Autumn 2019

Next review due by: Autumn 2020

Signed: J Acton Chair of Governors

AMESBURY CE PRIMARY SCHOOL PAY POLICY

1 SEPTEMBER 2019 TO 31 AUGUST 2020

1. This pay policy has been agreed by the Governing Body of Amesbury CE (VC) Primary School following consultation with staff for whom the Governing Body has direct responsibility and will apply to all such staff. A copy of this policy will be made available for reference to all staff.
2. All teachers employed at Amesbury CE (VC) Primary School are paid in accordance with the statutory provisions of the School Teachers' Pay and Conditions Document (STPCD). All pay-related decisions are made taking full account of the school improvement plan and teachers and unions have been consulted on this policy.
3. All pay related decisions are taken in compliance with the following legislation, as amended:
 - The Employment Relations Act 1999,
 - The Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000
 - The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002,
 - The Equality Act 2010

Pay panel and Pay Appeal panel

4. The Governing Body delegates (in accordance with its scheme of delegation) to its pay panel or committee (normally comprising of 3 governors) the responsibility for reviewing and determining staff salaries and for making recommendations to the Governing Body for the annual budget needed for pay.
5. The Governing Body delegates to its pay appeal panel responsibility for hearing appeals from staff against pay decisions.
6. No staff governors will sit on the pay panel or appeal pay panel when pay issues are being considered. It may be necessary for parent governors to withdraw from the pay panel or appeal panel when the performance related pay is discussed of a teacher who teaches their child due to a potential conflict of interest.

Teacher appointments

7. The Governing Body (or delegated selection panel) will determine the pay range for a vacancy prior to advertising it. Upon appointment it will determine the starting salary to be offered to the successful candidate to reflect one of the reference points in the relevant pay range in this pay policy as detailed in the advert. In making such determinations, the governing body (or delegated selection panel) may take into account a range of factors, including:
 - **nature of post**
 - **level of qualifications, skills, and experience required**
 - **market conditions**
8. There is no assumption that a teacher will be paid at the same rate as they were being paid in a previous school.

Pay progression based upon performance

9. In this school 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 their future development, and helps to enhance their professional practice. The arrangements for teacher appraisal are set out in the school's appraisal policy.

NQTs

10. NQTs have separate appraisal arrangements and pay decisions will be made by means of the statutory induction process.
11. To be fair and transparent, assessments of performance will be properly rooted in evidence. In this school we will ensure fairness by annual monitoring of the application of the pay policy and pay decisions via the pay panel.
12. The evidence we will use is in the school's appraisal documentation.
13. Teachers' appraisal reports will contain pay recommendations. Final decisions about whether or not to accept a pay recommendation will be made by the Governing Body or delegated pay panel having regard to the appraisal report and taking into account advice from the headteacher or senior leadership team.
14. Teachers who are appointed part way through an academic year will have objectives set to reflect the reduced period in which they can be achieved and appraised.
15. The Governing Body will ensure that appropriate funding is allocated for pay progression for all eligible teachers.

16. **Absolute Performance Measures**

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 the impact on pupil progress; impact on wider outcomes for pupils and improvement in behaviour management.

The rate of progression will be differentiated according to an individual teacher's performance and will be on the basis of absolute criteria.

Minimum expectations are – that they meet all their objectives, are assessed as fully meeting the relevant standards and all teaching is assessed as at least good with some teaching being assessed as outstanding.

Where a teacher is judged by the Headteacher as having made good progress on, but not quite achieved, a very challenging objective this may also result in a recommendation that the objectives have been achieved to meet relevant standards within the timeframe.

Teachers will be eligible for a pay increase to the next available reference point, up to a maximum of the salary range.

For those teachers who it is assessed exceed their objectives; are assessed as fully meeting the relevant standards; and all of their teaching is assessed as outstanding as detailed in the school's appraisal documentation, they will be awarded an additional reference point within their pay range.

17. Pay decisions will be communicated to each member of staff in writing in accordance with Pay - Part 1 – General paragraph 3.4 of the STPCD. Decisions on the pay of the Headteacher will be communicated by the chair of the governing body, in writing.
18. The reasons for all pay decisions will be clearly minuted but will remain confidential to the pay panel/committee, the headteacher and the employee. Similarly, where a pay appeal is lodged, the decision and minutes relating to the appeal will remain confidential to the appeal panel, the headteacher and the employee. Under the School Governance (Constitution) (England) Regulations 2012 or the School Governance (Federations) (England) Regulations 2012 they will be released under confidential cover to Wiltshire LA (the maintaining authority) only if the LA specifically requests this in writing.
19. The Governing Body, or delegated to the pay panel, will review every teacher's salary with effect from 1

September and give them a written statement setting out their salary and any other financial benefits as specified in the STPCD. Where possible teachers' salaries will be reviewed by 31 October. Head teachers' salaries will be reviewed by 31 December. Reviews may take place at other times of the year to reflect any changes in circumstances (such as absence on maternity or long-term sick leave) that lead to a change in the basis for calculating an individual's pay. A written statement will be given after any review and where applicable will provide information about the basis on which it was made. Where a pay determination leads or may lead to the start of a period of safeguarding, the Governing Body will give the required notification as soon as possible and no later than one month after the date of the determination.

Teachers pay award 1 September 2019

The percentage pay award is as follows:

	Percentage pay award
Main pay range	
Minimum point (M1)	2.75%
Maximum point (M6a)	2.75%
Upper pay range	
Minimum point	2.75%
Maximum point	2.75%
Unqualified teacher pay range	
Minimum point	2.75%
Maximum point	2.75%
Leading Practitioner	
Minimum point	2.75%
Maximum point	2.75%
Allowances	
TLR, SEN	2.75%
Leadership pay range	
Minimum point	2.75%
Maximum point	2.75%

Schools must apply the stated pay award to the minimum and maximum point of each of the teacher/leadership pay ranges.

Option 1

The school will automatically apply the pay award for September 2019 as detailed above and will apply the same percentage increase for all salary points within each teacher pay range.

[Appendix A](#) details the teacher pay ranges with effect from September 2019.

Leadership teacher posts (Headteacher, Deputy & Assistant headteachers)

20. The pay ranges for the headteacher, deputy headteacher(s) and assistant headteacher(s) will be determined in accordance with the criteria specified in the Section 2, Part 2 – leadership group pay of the STPCD 2018.
21. The Governing Body has the current pay ranges:
 - Headteacher pay range : ISR L18-24
 - Deputy headteacher pay range : ISR L9-13
 - Assistant headteacher pay range : ISR 1-5
22. The governing body will, where they:
 - a. need to make an appointment to the leadership range

- b. decide that the duties of a member of an existing leadership range have significantly changed
 - c. determine that there is a requirement to maintain consistency either with pay arrangements for new appointments to the leadership group, or with pay arrangements for a member or members of the leadership group whose responsibilities significantly change
- will determine the pay range in accordance with the STPCD.
23. Pay progression is subject to a review of performance taking into account performance objectives and the requirements required of a member of staff appointed on the leadership range. The governing body has discretion to move a member of staff on the leadership range by more than one reference point (to a maximum of two). Annual pay progression within the range for the post is not automatic. The governing body will consider whether to award one or two pay progression points.

Additional temporary payments for Headteacher

24. The Governing Body may determine that additional payments be made to a headteacher for clearly temporary responsibilities or duties that are in addition to those for which their salary had been based upon.
25. All additional payments for the headteacher will not exceed 25% of the total of the headteachers annual salary.

Leading Practitioners

26. The range for a leading practitioner will be of 5 consecutive reference points taken from the table attached at [Appendix A](#).
27. Newly appointed leading practitioners will be placed on the lowest point of the pay range for the role.

Movement to the Upper Pay Range

28. Applications and Evidence

Any qualified teacher may apply to be paid on the upper pay range and any such 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.

29. Applications may be made once a year. Applications to be made to the Headteacher by 31st December 2019.
30. All applications should include the results of appraisals including any recommendation on pay (or, where that information is not applicable or available, a statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria). Applications should contain evidence from September 2017-July 2019.

31. The Assessment

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

- (a) the teacher is highly competent in all elements of the relevant standards; and
- (b) the teacher's achievements and contribution to the school are substantial and sustained.

32. For the purposes of this pay policy:

'highly competent' means performance which is 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 of real importance, validity or value to the school; play a critical role in the life of the school; provide a role model for teaching and learning; make a distinctive contribution to the

raising of pupil standards; take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning; and

'sustained' means maintained continuously over a long period eg, 2 school year(s) with evidence from 2 successive successful performance appraisals.

33. The application will be assessed robustly, transparently and equitably, by the Headteacher or line manager with recommendation to the pay panel to make the final determination.

34. **Processes and procedures**

The assessment will be made and the applicant will receive a response within *20 working days* of the application. If successful, applicants will move to the minimum of the UPR range at the start of the academic year.

See [Appendix A](#) for the Upper pay range reference points and rates.

35. If a teacher is placed on a point higher than the minimum reference point consideration will have been given to:

- *the nature of the post and the responsibilities it entails*
- *the level of qualifications, skills and experience of the teacher.*

36. If unsuccessful, feedback will be provided by the Headteacher, in writing within 20 working days of the decision.

37. Any appeal against a decision not to move the teacher to the upper pay range will be heard in line with the school's pay appeal procedure.

Teaching and Learning Responsibility Payments (TLRs)

38. TLRs will be awarded to the holders of the posts indicated in the attached staffing structure, in accordance with Part 4, paragraph 20 of STPCD 2019.

39. The value range for TLRs is given in [Appendix E](#)

40. A TLR is a payment integral to a post in the schools staffing structure and the governing body will therefore award the TLR integrated with this post to two or more people when job sharing that post.

41. When awarding TLR's to a part time teacher the amount will be paid pro rata at the same proportion as the teacher's part time contract.

42. TLR3s will be awarded for a fixed term school improvement project or for a one-off externally driven responsibility(s).

43. The governing body will not award a TLR1 or TLR2 concurrently, however a teacher in receipt of either a TLR1 or TLR2 may also hold a TLR3 concurrently.

Recruitment and Retention incentives and benefits

44. The governing body will 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 in their service of existing teachers as detailed in the STPCD 2018 Part 4, paragraph 27. Details of any payments will be attached to this pay policy.

Special Educational Needs

45. The school will award Special Needs Allowances to qualified classroom teachers according to the SEN guidance detailed in Part 4, paragraph 21 of the STPCD 2019.

46. The value of SEN allowances to be paid at the school will be decided within the range given in [Appendix F](#).

Part-time Teachers

47. Teachers employed on an ongoing basis at the school but who work less than a full working week are deemed to be part-time. The governing body will give them a written statement detailing their working time obligations and the standard mechanism used to determine their pay, subject to the provisions of the statutory pay arrangements and by comparison with the school's timetabled teaching week for a full time teacher in an equivalent post. Any additional hours worked by agreement from time to time will be paid at the same rate.
48. Governing bodies are responsible for ensuring that part-time teachers have a clear statement of the sessions/hours they will be required to work.

Supply Teachers

49. Teachers who work on a day-to-day or other short notice basis shall have their pay determined in line with the statutory pay arrangements in the same way as other teachers. Supply teachers will be paid on a daily basis, calculated on the assumption that a full working year consists of 195 days. The hours worked will be specified by the Headteacher or his/her representative (but a minimum of one hour will be payable for an appointment in any one half day session during school session time). The factor used for an hourly calculation will be derived from $M1-M6/1265 \cdot \text{Annual Salary}/1265$.

Unqualified Teachers

50. The governing body will use the reference points for unqualified teachers when appointing new staff and for current unqualified teachers who are on this pay range for performance related pay as detailed in [Appendix A](#).

Other Payments

51. Acting up Arrangements

In the case of an acting Headteacher, Deputy Headteacher or Assistant Headteacher payment will be at the lowest point of the appropriate range if the duties of the post are to be carried out in full or where the teacher is already paid at a point on the range, at least one point higher than the teacher's substantive point.

The period of time for which the post is to be covered before a payment is made is 4 weeks. A payment will then be paid retrospectively from the beginning of the period of absence. Where the leadership member is not required to fulfil the full range of duties the governing body will review the salary of the teacher within 4 weeks of the duties being assigned to the teacher.

52. Additional Payments

No Additional Payments have been taken.

Honoraria

The governing body will not pay any honoraria to any member of the teaching staff for carrying out their professional duties as a teacher. There is no provision within the School Teachers' Pay and Conditions Document for the payment of honoraria. Any such award made to a teacher for their teaching work would be unlawful.

Appeals

53. The arrangements for considering pay appeals are as follows:
54. A teacher may appeal against any determination in relation to his pay or any other decision taken by the governing body (or panel/committee or individual acting with delegated authority) that affects his pay.

55. The grounds for appeal are that the person or panel/committee by whom the decision was made –
- a) incorrectly applied the school’s pay policy
 - b) incorrectly applied any provision of the STPCD Document;
 - c) failed to have proper regard for statutory guidance;
 - d) failed to take proper account of relevant evidence;
 - e) took account of irrelevant or inaccurate evidence;
 - f) was biased; or
 - g) unlawfully discriminated against the teacher.
56. [Appendix B](#) details the order of pay and pay appeal proceedings.

Support Staff

57. In accordance with the Education Act 2002 and associated statutory Guidance, and to ensure equal pay for work of equal value, the Governing Body will consult the LA about the appropriate pay grade for all new or changed support posts, and apply the evaluated pay grade for the job content based upon an evaluation using is the Greater London Provincial Council (GLPC) Job Evaluation Scheme for support staff to ensure equal pay for equal value.
58. The pay rates are based upon the pay range determined within the National Joint Council for Local Government Services and the current rates are attached to this pay policy ([Support staff pay scales](#)).
59. If the school wishes to provide an apprentice post this will be done in accordance with the school’s apprentice scheme policy and procedure.

Unqualified teacher range rates (2.75% pay award automatically applied)

Unqualified teacher	Annual Salary <i>1 Sep 2018- 31 Aug 2019</i>	New rates 1 Sep 2019
Statutory Minimum point (UQ 1)	£17,208	£17,682
*Reference point (UQ 2)	£19,210	£19,739
*Reference point (UQ 3)	£21,210	£21,794
*Reference point (UQ 4)	£23,212	£23,851
*Reference point (UQ 5)	£25,215	£25,909
Statutory Maximum point (UQ 6)	£27,216	£27,965

Classroom Teachers (2.75% pay award automatically applied)

Classroom teacher	Annual salary <i>1 Sep 2018 to 31 Aug 2019 (based on Sept 2017 with 2% to min and max and 1% to mid points)</i>	New rates 1 Sep 2019
Statutory Minimum point (M1)	£23,720	£24,373
Reference point (M2)	£25,344	£26,041
Reference point (M3)	£27,380	£28,133
Reference point (M4)	£29,488	£30,299
Reference point (M5)	£31,811	£32,686
Reference point (M6)	£34,325	£35,269
Statutory Maximum point (M6a)	£35,008	£35,971

Upper pay range rates (2.75% pay award automatically applied)

Upper Pay Range	Annual Salary <i>1 Sept 2018 – 31 Aug 2019</i>	New Rates 1 Sep 2019
Reference point (U1)	£36,646	£37,654
Reference point (U2)	£38,004	£39,050
Reference point (U3)	£39,406	£40,490

Leading Practitioner (2.75% pay award automatically applied)

Leading Practitioner	Annual Salary	New Rates 1 Sept 2019
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	1 Sep 2018 – 31 Aug 2019	
Statutory Minimum point (LP1)	£40,162	£41,267
Statutory Maximum point (LP18)	£61,055	£62,735

Headteacher, Deputy and Assistant Leadership range (2.75% pay award applied)

Leadership	Annual Salary 1 Sep 2018 – 31 Aug 2019	New Rates 1 Sep 2019
Statutory Minimum point (L1)	£39,965	£41,065
Reference point (L2)	£40,966	£42,093
Reference point (L3)	£41,989	£43,144
Reference point (L4)	£43,034	£44,218
Reference point (L5)	£44,106	£45,319
Reference point (L6)	£45,213	£46,457
Reference point (L7)	£46,430	£47,707
Reference point (L8)	£47,501	£48,808
Reference point (L9)	£48,687	£50,026
Reference point (L10)	£49,937	£51,311
Reference point (L11)	£51,234	£52,643
Reference point (L12)	£52,414	£53,856
Reference point (L13)	£53,724	£55,202
Reference point (L14)	£55,064	£56,579
Reference point (L15)	£56,434	£57,986
Reference point (L16)	£57,934	£59,528
Reference point (L17)	£59,265	£60,895
Reference point (L18) **	£60,153	£61,808
Reference point (L18)	£60,755	£62,426
Reference point (L19)	£62,262	£63,975
Reference point (L20)	£63,806	£65,561
Reference point (L21) **	£64,736	£66,517
Reference point (L21)	£65,384	£67,183
Reference point (L22)	£67,008	£68,851
Reference point (L23)	£68,667	£70,556
Reference point (L24) **	£69,673	£71,590
Reference point (L24)	£70,370	£72,306
Reference point (L25)	£72,119	£74,103
Reference point (L26)	£73,903	£75,936
Reference point (L27) **	£74,985	£77,048
Reference point (L27)	£75,735	£77,818
Reference point (L28)	£77,613	£79,748
Reference point (L29)	£79,535	£81,723
Reference point (L30)	£81,515	£83,757
Reference point (L31) **	£82,701	£84,976

Reference point (L31)	£83,528	£85,826
Reference point (L32)	£85,605	£87,960
Reference point (L33)	£87,732	£90,145
Reference point (L34)	£89,900	£92,373
Reference point (L35) **	£91,223	£93,732
Reference point (L35)	£92,135	£94,669
Reference point (L36)	£94,416	£97,013
Reference point (L37)	£96,763	£99,424
Reference point (L38)	£99,158	£101,885
Reference point (L39) **	£100,568	£103,334
Reference point (L39)	£101,574	£104,368
Reference point (L40)	£104,109	£106,972
Reference point (L41)	£106,709	£109,644
Reference point (L42)	£109,383	£112,392
Statutory Maximum point (L43)	£111,007	£114,060

**Salary amounts for your headteacher pay range may vary from the above depending upon where your headteacher pay range fell within the group size for your school when the 2015/2016 pay award gave a 0% increase for those points on the maximum of the group size.

Points 18**, 21**, 24**, 27**, 31**, 35**, 39** on the pay range are the salary figures for headteachers at, or moving to, the top of the school group ranges only.

Wiltshire Pay Scales
Support Staff
 With effect from 1 April 2019
 Pro rata for part-time staff

Grade	SCP	Annual Salary	Hourly Rate *
B	1	£17,364	£9.00
	2	£17,711	£9.18
C	2	£17,711	£9.18
	3	£18,065	£9.36
	4	£18,426	£9.55
D	4	£18,426	£9.55
	5	£18,795	£9.74
	6	£19,171	£9.94
E	6	£19,171	£9.94
	7	£19,554	£10.14
	8	£19,945	£10.34
F	9	£20,344	£10.54
	10	£21,166	£10.97
	11	£21,589	£11.19
G	12	£22,021	£11.41
	13	£22,911	£11.88
	14	£23,836	£12.35
H	15	£24,313	£12.60
	16	£25,295	£13.11
	17	£26,317	£13.64

Grade	SCP	Annual Salary	Hourly Rate *
	23	£31,371	£16.26
K	24	£32,029	£16.60
	25	£32,878	£17.04
	26	£33,799	£17.52
L	27	£34,788	£18.03
	28	£35,934	£18.63
	29	£36,876	£19.11
M	30	£37,849	£19.62
	31	£38,813	£20.12
	32	£39,782	£20.62
N	33	£40,760	£21.13
	34	£41,675	£21.60
	35	£42,683	£22.12
O	36	£43,662	£22.63
	37	£44,632	£23.13
	38	£45,591	£23.63

* Hourly Rates rounded to 2 decimal points

I	18	£26,999	£13.99
	19	£27,905	£14.46
	20	£28,785	£14.92
J	21	£29,636	£15.36
	22	£30,507	£15.81

The order of the pay and Pay Appeal proceedings is as follows:

Stage one – informal discussion with the appraiser / headteacher prior to confirmation of pay recommendation

1. The teacher is made aware of the pay recommendation being given by the headteacher to the pay panel. If the teacher is dissatisfied with the pay recommendation they can discuss this with the headteacher prior to the recommendation going to the pay panel

Stage two – a formal representation to the governors pay panel making the pay determination

2. The pay recommendation is submitted to the pay panel. Where a teacher believes an incorrect recommendation is being made to the pay panel they have the right to make representation and be accompanied by a colleague or union representative or submit a written case.
3. After the pay panel meeting the teacher receives written confirmation of the pay decision and where applicable the basis on which the decision was made.

Stage three – a formal appeal hearing with an appeals panel of governors

4. If the teacher is not satisfied, he/she should seek to resolve this by discussing the matter informally with the Headteacher within ten working days of the decision. (In the case of the Headteacher, the matter should be referred to the chair of the pay panel.)
5. Where this is not possible or where the teacher continues to be dissatisfied, he/she may follow a formal appeal process.
6. The teacher should set down in writing the grounds for questioning the pay decision and send it to the Headteacher within ten working days of the notification of the decision being appealed against or of the outcome of the discussion
7. An appeal panel should be arranged within ten working days of receipt of the written appeal. This appeal panel will consist of three governors who were not involved in the original pay panel. The teacher is able to attend and make representations and be accompanied by a colleague or union representative. The headteacher will present to the appeal panel. The decision of the appeal panel will be given in writing, and where the appeal is rejected will include a note of the evidence considered and the reasons for the decision. The decision is final as set out in section 3, paragraph 7 of the STPCD 2019 and there is no recourse to the school grievance procedure.

Approaches to pay progression

Decisions regarding pay progression will be made with reference to the teachers' appraisal reports and the pay recommendations they contain. It is an expectation of the appraisal process that regular, constructive feedback is given and any areas of concern are raised in a timely way.

Option 1

Absolute performance measures

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 impact on pupil progress, wider outcomes for pupils, improvements in specific elements of practise such as behaviour management or lesson planning, impact on effectiveness of teachers or other staff, and wider contribution to the work of the school.

The rate of progression will be differentiated according to an individual teacher's performance and will be on the basis of absolute criteria.

Minimum expectations are –

That they meet all their objectives, are assessed as fully meeting the *relevant standards and all teaching is assessed as at least good with some teaching being assessed as outstanding*.

Where a teacher is judged by the headteacher as having made good progress on, but not quite achieved, a very challenging objective this may also result in a recommendation that the objectives have been achieved to meet relevant standard within the timeframe.

Teachers will be eligible for a pay increase to the next available reference point, up to a maximum of the salary range.

For those teachers who it is assessed exceed their objectives; are assessed as fully meeting the relevant standards; and all of their teaching is assessed as outstanding as detailed in the school's appraisal documentation, they will be awarded an additional reference point within their pay range.

Option 2

Relative performance measures

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 (insert here any specific impacts the school may wish to take into account, e.g. impact on pupil progress; impact on wider outcomes for pupils; improvements in specific elements of practice, such as behaviour management or lesson planning; impact on effectiveness of teachers or other staff; wider contribution to the work of the school).

The rate of progression will be differentiated according to an individual teacher's performance and will be on the basis of relative criteria

A monetary award will be given to those teachers who are judged as being within the top 20% / 15% / or some other percentage of teachers within this school.

Teachers will be eligible for a pay increase to the next available reference point up to a maximum of the pay range.

In addition for those teachers who it is assessed sit in the top 10% / 5% / or some other percentage of teachers within this school (as detailed in the appraisal documentation) will be paid an additional reference point within their pay range.

Option 3

Combination of absolute and relative performance measures

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 (insert here any specific impacts the school may wish to take into account, e.g. impact on pupil progress; impact on wider outcomes for pupils; improvements in specific elements of practice, such as behaviour management or lesson planning; impact on effectiveness of teachers or other staff; wider contribution to the work of the school).

The rate of progression will be differentiated according to an individual teacher's performance and will be on the basis of a combination of absolute and relative criteria

Minimum absolute performance expectations are – that they meet all their objectives; are assessed as fully meeting the relevant standards; and all teaching is assessed as at least good, with some teaching being assessed as outstanding.

And:

the relative performance indicator is the teacher is judged as being within the top 20% / 15% / or some other percentage of teachers within this school.

Teachers who meet all the absolute performance measures will be eligible for a pay increase to the next available reference point up to a maximum of their pay range.

For those teachers who it is assessed exceed their objectives; are assessed as fully meeting the relevant standards; and all of their teaching is assessed as outstanding as detailed in the schools appraisal documentation, they may be awarded a further reference point within their pay range.

Teachers will also be eligible for an additional pay increase to the next available reference point up to a maximum of their pay range where they are assessed to be in the top 10% / 5% / or some other percentage of teachers within this school.

Appendix D – current staffing structure and salary values

Headteacher	Headteacher Group 3	£62,426-£71,590
L8-L14 Deputy Headteacher	Leadership	£48,808-£56,579
L1-5 Assistant Headteacher	Leadership	£41,065-£45,319
Teachers – Threshold	Upper pay scale	£37,654-£40,490
Teachers – Main	Main pay scale	£24,373-£35,971
Teachers - Unqualified	Unqualified scale	£17,682-£27,965

Appendix E – Detail of award for TLR Payments

	Minimum	Maximum
TLR1	£8,069	£13,653
TLR2	£2,795	£6,828
TLR3 (Fixed term)	£555	£2,757

Appendix F – Detail of award for SEN Payments

	Minimum	Maximum
SEN	£2,207	£4,358
