

Glen Hills Teachers' Pay Policy 2017-18

Adopted by Symphony Learning Trust on	
Next Review Due	

This policy sets out the framework for making decisions on teacher's pay at all academies within the Symphony Learning Trust. It has been developed to comply with current legislation and the requirements of the School Teachers' Pay and Conditions Document (STPCD) currently in force and applies to all teachers employed by the Symphony Learning Trust.

The policy aims to:

- Maximise the quality of teaching and learning throughout the Trust to improve outcomes for all pupils;
- Support the recruitment and retention of high quality teachers;
- Ensure that teachers are recognised and rewarded appropriately for their contribution;
- Help ensure that decisions on pay are managed in a fair, just and transparent way.

The Local Governing Body agree the school budget and will ensure that appropriate funding is allocated for pay progression at all levels, recognising that funding cannot be used as a criterion to determine pay progression.

Any aspects of Teachers' pay and allowances not covered within this policy will be considered in line with the School Teachers Pay and Conditions Document currently in force.

In this policy all references to Head Teacher shall include the Executive Head Teacher, unless otherwise specified.

Appraisal

A scheme of appraisal will be used in accordance with the requirements of the Education (School Teachers' Appraisal) (England) Regulations 2012. The scheme will be used across all schools within the Symphony Learning Trust.

Equal Opportunities

All pay-related decisions will be taken in compliance with relevant legislation including, as amended, the Employment Relations Act 1999, 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 2002. The Trustees and Local Governing Body will promote equality of opportunity in all areas, taking account of individual circumstances (e.g. absence on maternity leave or long term sickness) and make adjustments where appropriate.

It is also important that schools are mindful of the impact of their decisions in terms of Equal Pay Legislation. Where an individual has had a successful performance management review, pay progression should be awarded.

Pay Committee

It is the responsibility of the Local Governing Body to establish a Pay Committee (or similar) in order to monitor pay decisions. The Pay Committee should have fully delegated powers to make decisions on pay progression for all teachers in the school, on behalf of the Local Governing Body.

The terms of reference for the Pay Committee are attached at Appendix A.

It is the responsibility of the pay committee to:

- To ensure the application of the pay policy is undertaken in a fair and consistent way.
- To ensure all statutory and contractual requests are applied.
- To record all decisions and report back in general to the Local Governing Body.
- To recommend to the Local Governing Body the total amount of funding needed for pay progression.
- To ensure knowledge of pay issues is up-to-date and make the Local Governing Body aware when the pay policy needs to be updated.

Membership of the Pay Committee must be determined by the Local Governing Body and should not include Staff Governors.

Any appeals against pay decisions should be heard by a separate Appeal Committee.

Pay Reviews

Determination of remuneration shall be:

- All teachers - annually with effect from 1st September, with reviews having been conducted no later than 31st October each year;
- Head Teacher – annually, no later than 31st December each year.

All pay decisions will be communicated to each member of staff, in writing, within 1 month of the pay determination, setting out the salary and any other financial benefits. The Chair of Governors is responsible for notifying the Head Teacher.

Reviews may also take place at other times of the year to reflect any changes in job description or other circumstances that lead to a change in the basis for calculating an individual's pay. A written statement outlining the details of their pay after any review will be issued at the earliest opportunity and no later than 1 month after the determination.

Where a pay determination leads or may lead to the start of a period of safeguarding, the Local Governing Body will give the required notification as soon as possible and no later than one month after the date of determination.

Appeals

A teacher may seek a review of any determination in relation to their pay by the Pay Committee. The procedure for submitting an appeal is detailed in Appendix B.

Determination of Pay Range

Head Teacher

The Local Governing Body will identify an appropriate pay range for the Head Teacher of 7 consecutive whole points from the Leadership Spine (see Appendix C) when:

- It proposes to make a new appointment; or
- There are significant changes to the serving Head Teacher's role.

When determining the pay range for the Head Teacher the Governors must take account of:

- the appropriate School Group (determined in accordance with the STPCD);
- all of the permanent responsibilities of the role;
- any challenges specific to the role; and

- any other relevant considerations.

The Head Teacher's pay range (including any additional payments) must not exceed the maximum for the School Group by more than 25%.

The Local Governing Body will, as necessary, revise its determinations where there has been a significant change in the Head Teacher's responsibilities and/or a change in pupil numbers which would alter the School Group.

Details of the current pay range for the Head Teacher at this school can be found in Appendix D.

Other Leadership Staff

The Local Governing will identify an appropriate range for other leadership staff (e.g. Head of School, Deputy Head Teacher, Assistant Head Teacher) of 5 consecutive whole points from the Leadership Spine (see Appendix C) when:

- It proposes to make a new appointment; or
- There are significant changes to the role of a serving post holder.

When determining the pay range for other leadership staff the Governing Body will take account of the responsibilities and challenges of the role(s).

The pay range set must not exceed the maximum of the School Group size. There are no differentials set within the leadership range and the pay ranges for Heads of School, Deputy Head Teachers and Assistant Head Teachers can overlap or one can exceed the other; however, the pay range for these posts should only overlap the Head Teacher's pay range in exceptional circumstances.

Details of the current pay range for leadership staff at this school can be found in Appendix D.

Leading Practitioners

The Local Governing Body will determine the staffing structure for the school, including whether or not this will include any leading practitioner posts. The staffing structure for this school can be found in Appendix E. Where a leading practitioner post is identified the Local Governing Body will identify an appropriate range from the Leading Practitioner Pay Spine (see Appendix C), which shall be not more than 5 points and which shall reflect the scope and duties of the post-holder.

Teachers (Qualified)

The Local Governing Body will determine the pay range (Main Pay Range and/or Upper Pay Range) for a vacancy prior to advertising it. In making such determinations the Governing Body may take into account a range of factors, including:

- the nature of the post;
- the teacher's qualifications, skills and experience;
- market conditions;
- the wider school context.

These options are for guidance only: they are not intended to provide an exhaustive list and may not apply to all appointments.

On appointment the starting salary will be determined within that range (see Appendix C) to be offered to the successful candidate. There is no assumption that a teacher will be paid at the same rate as they were being paid in a previous school / academy. However, as a general rule schools within the Symphony Learning Trust will seek to appoint new teachers to the pay point which represents the best fit to the teacher's pay (excluding allowances) from their previous school.

Newly Qualified Teachers (NQTs) will be placed Point 1 on the Main Pay Range upon appointment.

Teachers (Unqualified)

On appointment the Local Governing Body will determine the starting salary within the Unqualified Teacher Pay Range (See Appendix C) to be offered to the successful candidate.

In making such determinations, the Governing Body may take into account a range of factors, including:

- the nature of the post;
- the level of qualifications, skills and experience required;
- market conditions;
- the wider school context;

An unqualified teacher on one of the employment-based routes into teaching will be appointed on the lowest point of the Unqualified Teacher Pay Range.



Pay Progression Based on Performance

Annual Pay progression for all posts is not automatic and is subject to annual review of performance. The Local Governing Body will consider whether to award pay progression points in line with the provisions set out in Appendix D.

All teachers, including head teachers, other leadership staff and leading practitioners, are subject to the annual appraisal process that: recognises their strengths; informs plans for their future development; and helps to enhance their professional practice. In addition, all can expect to receive regular constructive feedback on their performance. The arrangements for appraisal are set out in the Trust's Performance Management Policy.

- The pay progression of the Head Teacher will be considered by the Pay Committee on the recommendation of the Chair of Governors with advice from the External Advisor.
- The pay progression of all other teachers, including other leadership staff and leading practitioners, will be considered by the Pay Committee on the recommendation of the Head Teacher.

Decisions regarding pay progression will be made by the pay committee with reference to the employee's appraisal reports and the pay recommendations they contain. In the case of NQTs, whose appraisal arrangements are different, pay decisions will be made by means of the statutory induction process.

It will be possible for a "no progression" determination to be made without recourse to the capability procedure.

To be fair and transparent, assessments of performance will be properly rooted in evidence. Within the school we will ensure fairness by ensuring that objectives and assessments are consistent. Performance management team leaders will meet before the cycle begins, when necessary during the cycle and before reviews are completed. All judgements will be moderated by the Head Teacher.

The evidence to be used may include:

- Performance Management outcomes;
- End of year attainment;
- Tracking pupil progress;
- Lesson observations;

- Learning walks;
- Work samples / book scrutiny;
- Co-ordinator monitoring;
- Self-assessment

Judgements on performance will be made against the extent to which teachers have met their individual objectives and professional standards and how their work has had an impact on:

- Pupil progress;
- Wider outcomes for children;
- Improvements in specific elements of practice (e.g. behaviour management, lesson planning, etc);
- Effectiveness of teachers or other staff; and
- Wider contribution to the work of the school and/or the Symphony Learning Trust

All staff will be expected to demonstrate increasing proficiency in their role in order to progress through the pay ranges. Primarily this will be demonstrated through the progress of children in the teacher's class.

The rate of pay progression will be differentiated according to an individual's performance and will be on the basis of absolute criteria which must include pupil progress as a priority. Consideration will be given to contextual factors when making judgements on teachers' performance and achievement of objectives.

The Local Governing Body will agree the criteria for awarding pay progression for staff employed at the school: the arrangements for this school are set out in Appendix D.

Appraisal reports will contain pay recommendations. Final decisions about whether or not to accept a pay recommendation will be made by the Governing Body, having regard to the appraisal report and taking into account advice as follows:

- For the Head Teacher – advice from the school's external educational advisor;
- For Heads of School, Deputy Head Teachers, Assistant Head Teachers and Leading Practitioners – advice from the Head Teacher;
- For Classroom Teachers – advice from the Head Teacher / Senior Leadership Team;

Where a teacher is simultaneously employed to work at more than one school or academy, individual schools within the Symphony Learning Trust will not be bound by any pay decision made by another school / college / academy, whether part of the Trust or not.

Movement to the Upper Pay Range

Applications and Evidence

Any qualified teacher may apply to be paid on the Upper Pay Range and will 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.

Teachers may only submit one application per year, and applications should be made in writing to the Head Teacher. Applications received up to 31st October will be considered for an uplift effective from 1st September of the same year.

Where Teachers are subject to the 2011 regulations or the 2012 regulations, the Pay Committee shall have regard to the assessments and recommendations in Teachers' appraisal reports under those regulations, including any recommendation on pay (or, where that information is not applicable or available, they should submit a statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria).

Applications should contain evidence from the past two completed performance management cycles and other evidence which the teacher wishes to provide.

If a teacher is simultaneously employed at another school / college / academy, they should submit separate applications if they wish to apply to be paid on the Upper Pay Range in both schools. Individual schools within the Symphony Learning Trust will not be bound by any pay decision made by another school / college / academy, whether part of the Trust or not.

The Assessment

An application from a qualified teacher will be successful where the Pay Committee is satisfied that:

- the teacher is highly competent in all elements of the relevant teacher standards;
- the teacher's achievements and contribution to the School are substantial and sustained; and
- the teacher demonstrates an understanding and commitment to the responsibilities of the Upper Pay Range.

For the purposes of this pay policy:

- "highly competent" means performance which is not only good (with significant impact on the progress of pupils characterised by progress data which is above school expectations) 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 (as evidenced in the improving progress of pupils in the relevant classes).
- "substantial" means practice and professional behaviours which are of real importance, validity or value to the school, with the staff member playing a critical role in the life of the school, providing a role model for teaching and learning and making a distinctive contribution to the raising of pupil standards, as well as taking advantage of appropriate opportunities for professional development and using the outcomes effectively to improve pupils' learning.
- "sustained" means maintained continuously over a period of at least 2 years.

The application will be assessed rigorously by the Head Teacher, who will consider the extent to which the applicant meets the teacher standards. Additional evidence may be requested if necessary. Evidence can also be drawn by the applicant from the relevant leadership standards.

The Head Teacher will make a recommendation to the Pay Committee, who will make the final decision.

Processes and Procedures

The assessment will be made by 31st October for applications submitted up to the previous 31st August, and by 30th November for applications submitted between 1st September and 31st October.

If successful, applicants will move to the lowest pay point on the upper pay range effective from 1st September.

If unsuccessful, feedback will be provided by the Head Teacher within 20 working days of the decision.

Any appeal against a decision not to move the teacher to the Upper Pay Range will be heard under the Academy Trust Appeals Policy.

Part-time Teachers

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. They will be issued with 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 and working arrangements and by comparison with the School's timetabled teaching week for a full-time teacher in an equivalent post.

Supply Teachers

Teachers employed on a day-to-day or other short notice basis will be paid on a daily basis calculated on the assumption that a full working year consists of 195 days; period of employment for less than a day being calculated pro-rata.

Teaching & Learning Responsibility Payment

Teaching and Learning Responsibility payments (TLRs) are awarded to the holders of posts indicated in the staffing structure (Appendix E), and will not be awarded to staff on the leadership scales or to unqualified teachers.

The value of all TLRs will be within the ranges specified within the STPCD. The values of TLRs that currently exist within this School are set out in Appendix D.

Teachers cannot hold a TLR1 and a TLR2 concurrently, but may hold a concurrent TLR3. A TLR3 can only be awarded for a fixed period.

TLR1 and TLR2 will be pro-rata for a part-time teacher (i.e. a teacher with a 60% contract will only hold a 60% TLR allowance). However, TLR3 will not be pro-rated.

The range for TLR3s refers to the annual value of such an award. Where a TLR3 is awarded with a fixed-term of less than one-year then the total value should be calculated proportionately to the annual value. However, if the teacher undertaking the project is a part-time teacher, the TLR3 payment would not be pro-rated further in respect of the teacher's weekly working hours.

Special Educational Needs Allowance

A Special Educational Needs (SEN) allowance will be awarded in accordance with the terms of the relevant paragraph of the latest STPCD to:

- All classroom teachers in a SEN post that requires a mandatory qualification and involves teaching pupils with SEN, provided they are not in receipt of a TLR for the same duties; and
- Any classroom teacher who is engaged wholly or mainly in taking charge of one or more designated special classes or units, provided they are not in receipt of a TLR for the same duties.

Unqualified Teachers Allowance

The Local Governing Body will pay an unqualified teachers allowance to Unqualified Teachers when they consider that the basic salary is not adequate having regard to the teacher's responsibilities, qualifications and experience in the circumstances set out in Appendix D.

Discretionary Allowances and Payments

The Local Governing Body may consider awarding discretionary allowances and payments in respect of:

- Continuing Professional Development
- Initial teacher training activities
- Out-of-school learning activities
- Additional responsibilities and activities
- Recruitment and Retention incentives and benefits
- Residential duties

The circumstances in which such payments will be considered at this school are set out in Appendix D.

The level of payments / benefits will be reviewed on an annual basis

Discretionary Allowances & Payments to Head Teacher / Wider Leadership Team

The new approach to setting pay for Head Teachers will make additional payments by means of allowances largely unnecessary. The exception to this will be for temporary or irregular responsibilities or other very specific reasons which it is not appropriate to incorporate into permanent pay, such as housing or relocation costs. Such payments will be time-limited from the outset and cease when the responsibility ceases or circumstances change. Safeguarding will not apply to such payments. The total value of the salary and temporary payments made to a Head Teacher in any one year will not exceed 25% above the maximum of the group size for the school.

The principles for payment of allowances to members of the wider leadership group (except Leading Practitioners) will be consistent with those for Head Teachers.

This approach and these principals, however, will only be applicable if pay setting for the leadership group is or has been changed to reflect the new provisions (i.e. after 1st September 2014).

Other Allowances Currently Paid

The school pays a First Aid Allowance of £149.94 per year (value correct as at September 2016) to designated first aiders.

Honoraria

The STPCD, and therefore this pay policy, does not provide for the payment of bonuses or so-called "honoraria" in any circumstances.

Salary Sacrifice Arrangement

Symphony Learning Trust has arranged that all employees will have access to a salary sacrifice scheme called 'Wider Wallet'. Details can be obtained the School Business Manager at each school. Teachers participating in any such arrangements will likely see their gross salary being reduced accordingly for the duration of such participation in a scheme, and in line with the agreements required for the salary sacrifice agreement.



Additional Information

Salary Determination

The determination of the remuneration of a Teacher (including Leadership staff) will be made annually with effect from 1st September.

Pay Increases Arising from Changes to the STPCD

All teachers are paid in accordance with the statutory provisions of the SCPCD, as updated from time to time.

Pay Changes by Mutual Consent

Any member of staff wishing to request a reduction in responsibility and pay should do so in writing. This request will be considered by the Pay Committee and a decision will be made taking into account the request from the teacher and the operational requirements of the school.

Monitoring the Impact of the Policy

The Local Governing Body (Pay Committee) will monitor the outcomes and impact of this policy on an annual basis, including trends in progression across specific groups of Teachers to assess its effect and the school's continued compliance with equalities.

Appendix A – Pay Committee Terms of Reference

The Pay Committee is authorised:

- To agree and recommend the Staff Pay Policy to the full Governing Body.
- To ensure the application of the Pay Policy in a fair and consistent way.
- To ensure all statutory and contractual requests are applied.
- To record all decisions and report back to the full Governing Body.
- To recommend to the Governing Body the total amount of funding needed for pay progression.
- To ensure up to date knowledge about pay issues and to make relevant recommendations to the full Governing Body.

Appendix B – Appeal Procedure

At the formal stage of the appeals procedure the teacher has the right to put their case to the Governing Body appeal panel and is entitled to be accompanied by a colleague / trade union representative.

The following list, which is not exhaustive, indicates the usual reasons for seeking a review of pay determination:

- Incorrect application any provision of the STPCD;
- Failure to have proper regard for statutory guidance;
- Failure to take proper account of relevant evidence;
- Irrelevant or inaccurate evidence taken into account;
- Bias; or
- Otherwise unlawful discrimination against the teacher.

The order of proceedings is as follows:

1. The teacher is informed of the pay recommendation to be made to the pay committee and, where applicable, the basis on which the decision was made;
2. If the teacher is not satisfied, he/she should seek to resolve this by discussing the matter informally with the Head Teacher;
3. Pay recommendations should be made to the pay committee to make pay determinations;
4. Pay decision is confirmed in writing;
5. Where the teacher is still dissatisfied, they may follow a formal appeal process;
6. The teacher should set down in writing the grounds for appeal and send it to the individual (or committee) who made the determination, within 10 working days of the notification of the decision of the pay committee or of the outcome of the discussion referred to above.

The appeal will be considered by an appeals committee in accordance with the Trust's Appeals Policy. Governors involved in the original pay decision shall not be a member of the appeal panel.

Appendix C – Pay Spines

Leadership Pay Spine 2017-18

Point	Value
L1	£ 39,374
L2	£ 40,360
L3	£ 41,368
L4	£ 42,398
L5	£ 43,453
L6	£ 44,543
L7	£ 45,743
L8	£ 46,798
L9	£ 47,967
L10	£ 49,198
L11	£ 50,476
L12	£ 51,638
L13	£ 52,929
L14	£ 54,249
L15	£ 55,599
L16	£ 57,076
L17	£ 58,388
L18*	£ 59,264
L18	£ 59,857
L19	£ 61,340
L20	£ 62,862
L21*	£ 63,778
L21	£ 64,417
L22	£ 66,017
L23	£ 67,652

Point	Value
L24*	£ 69,329
L24	£ 70,023
L25	£ 71,763
L26	£ 73,538
L27*	£ 74,614
L27	£ 75,361
L28	£ 77,230
L29	£ 79,142
L30	£ 81,112
L31*	£ 82,292
L31	£ 83,116
L32	£ 85,181
L33	£ 87,299
L34	£ 89,457
L35*	£ 90,773
L35	£ 91,680
L36	£ 93,950
L37	£ 96,286
L38	£ 98,668
L39*	£ 100,072
L39	£ 101,073
L40	£ 103,595
L41	£ 106,183
L42	£ 108,844
L43	£ 110,459

* Denotes the value of this pay point where it is the maximum for the school group size. i.e. in a Group 1 school the basic pay for the head teacher (before taking account of any permanent additional responsibilities) must be within the range £44,102 - £58,677 per year, the upper value being represented by pay point L18*.

Leading Practitioner Pay Spine

Point	Value
L1	£ 39,374
L2	£ 40,360
L3	£ 41,368
L4	£ 42,398
L5	£ 43,453
L6	£ 44,543
L7	£ 45,743
L8	£ 46,798
L9	£ 47,967

Point	Value
L10	£ 49,198
L11	£ 50,476
L12	£ 51,638
L13	£ 52,929
L14	£ 54,249
L15	£ 55,600
L16	£ 57,076
L17	£ 58,388
L18	£ 59,857

Classroom Teacher Pay Ranges - Qualified

Main Pay Range	
Point	Value
M1	£ 22,917
M1.5	£ 23,589
M2	£ 24,485
M2.5	£ 25,470
M3	£ 26,454
M3.5	£ 27,472
M4	£ 28,489
M4.5	£ 29,612
M5	£ 30,734
M5.5	£ 31,949
M6	£ 33,164
M6.5	£ 33,492

Upper Pay Range	
Point	Value
U1	£ 35,927
U1.5	£ 36,592
U2	£ 37,258
U2.5	£ 37,946
U3	£ 38,633

Unqualified Teacher Pay Range

Point	Value
UQ 1	£ 16,626
UQ 1.5	£ 17,593
UQ 2	£ 18,560
UQ 2.5	£ 19,526
UQ 3	£ 20,492
UQ 3.5	£ 21,471
UQ 4	£ 22,426
UQ 4.5	£ 23,395
UQ 5	£ 24,361
UQ 5.5	£ 25,328
UQ 6	£ 26,295

Allowances

Allowance		Value
TLR1	Minima	£7,699
TLR1	Maxima	£13,027
TLR2	Minima	£2,667
TLR2	Maxima	£6,515
TLT3	Minima	£529
TLR3	Maxima	£2,630
SEN	Minima	£2,106
SEN	Maxima	£4,158

Appendix D – Application of Teacher’s Pay Policy at Glen Hills

Pay Bands / Allowance Values

Leadership ranges are current but could be altered during 2017/18 pay reviews	
Pay Range for Executive Head Teacher	L25-L31 (with % increase based upon role in other schools ranging from 15% to 25% depending on number of schools)
Pay Range for Head of School	L20-24
Pay Range for Deputy Head Teacher	N/A
Pay Range for Assistant Head Teacher	L 5-9
Pay Range for Leading Practitioners	N/A
TLRs	<p>£6,514 to the holder of TLR2a post £ 2,666 to the holders of TLR2b posts</p> <p>TLR3 will be awarded to the following value(s): £523 to £2,603</p> <p>TLR 2a – Computing, Inclusion and International Schools TLR 2b -</p> <ul style="list-style-type: none"> • SENCo • EYFS • Music and Cultural • PE
SEN Allowance	As above
Unqualified Teacher Allowance	An unqualified teacher's allowance will not be awarded

Criteria for Pay Progression

In the following section * denotes the expected annual progression within this pay range. Repeated progression of less than this (except where the employee is at the top of the range) should trigger a review to determine whether the likely cause is a failure in the school's pay policy or performance/capability issues for an individual employee, following which appropriate action will be taken.

Within the criteria below, “relevant standards” shall mean any national standards relevant to the employee's position, and are likely to include one or more of:

- National Standards of Excellence for Head Teachers (2015) (not mandatory)
- Teachers' Standards (2011)
- Senco Standards

Where it is not obvious that a set of standards will be relevant, the employee shall be informed of the standards they are required to meet at the start of the Appraisal cycle.

Leadership Spine	
0 points	•
1 point *	• Successful completion of performance management review
2 points	<p>Exceptional performance in the following circumstances:</p> <ul style="list-style-type: none"> • Linked to exceptional pupil progress in the relevant key stage/whole school as applicable • For Leadership staff excluding the Head Teacher - Significant leadership and management initiative demonstrating measureable

	<p>impact on pupil achievement and/or attitudes to learning and teaching.</p> <ul style="list-style-type: none"> • For the Head Teacher – raising the profile of the school.
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Leading Practitioners	
0 points	<ul style="list-style-type: none"> • To be confirmed if a Leading Practitioner post is created
1 point *	<ul style="list-style-type: none"> • To be confirmed if a Leading Practitioner post is created
2 points	<ul style="list-style-type: none"> • To be confirmed if a Leading Practitioner post is created

The teacher standards can be expanded to clarify what they mean for teachers at 3 different stages of their career:

- Teacher (reflecting old M1 to M3)
- Accomplished Teacher (reflecting old M4-M6)
- Expert Teacher (reflecting old UPS and new UPR)

Objectives can also reflect the 3 career stages, either through the objective itself or through the success criteria for measuring achievement of the objectives.

Upper Pay Range	
0 points	<ul style="list-style-type: none"> • Not fully met the teacher standards to the required level; or • Not fully met all objectives.
½ point *	<p>Fully met the teacher standards to the required level; and</p> <ul style="list-style-type: none"> • Fully met all objectives;
1 point	<p>Fully met the relevant teacher standards to the required level; and</p> <ul style="list-style-type: none"> • Fully met all objectives and significantly exceeded expectations overall with clear evidence to demonstrate how the achievement was directly the result of the teacher's own actions.

Main Pay Range	
0 points	<ul style="list-style-type: none"> • Not fully met the teacher standards to the required level; or • Fallen well short of meeting one of more objectives (any level)
½ point	<ul style="list-style-type: none"> • Fully met the minimum teacher standards for the new pay point; and • Achieved the significant majority of all objectives required for normal rate progression
1 point *	<p>Fully met the teacher standards for the new pay point; and either</p> <ul style="list-style-type: none"> • Fully achieved all objectives for current level; or • Fully achieved any objectives for normal progression and almost achieved any objectives that reflect a higher career stage
1½ points	<p>Largely met the teacher standards for the career stage above the minimum for the new pay point; and either</p> <ul style="list-style-type: none"> • Fully achieved all objectives where some reflect a higher career stage than that required for normal progression; or • Achieved the significant majority of objectives where they all reflect a higher career stage.
2 points	<p>Largely met the teacher standards for the career stage above the minimum for the new pay point; and either</p> <ul style="list-style-type: none"> • Fully achieved all objectives where they are all at a higher level
2½ points	<p>Fully met the teacher standards for the career stage above the minimum for the new pay point; and</p> <ul style="list-style-type: none"> • Fully achieved all objectives where they are all at a higher level

NQTS are not subject to Appraisal while they are completing their NQT year. Where, as a result of this, no performance management objectives have been set the teacher shall be awarded 1 point progression if they have successfully completed their NQT year, or half of one point if they have not yet completed their NQT year but their assessments to date have shown satisfactory progress.

In all cases judgements on pupil progress and achievement of objectives will be moderated to take account of external factors, outside of the Teacher's control, which impact on pupil progress or achievement of objectives, and the actions taken by the teacher to try to counter this.

Discretionary Allowance and Benefits

The Local Governing Body have determined that they will not award any discretionary allowances or payments.

Appendix E – Staffing Structure

Post	Number of positions	Pay
Executive Headteacher	1	Leadership Spine
Head of School	1	Leadership Spine
Assistant Headteacher	1	Leadership Spine
SENCo	1	TLR2b
Maths Leader	1	TLR2b
Literacy Leader	1	TLR2b
Phase 1 Leader	1	TLR2b
Phase 2 Leader	1	TLR2b
Specific school development projects	Up to 3 per year	TLR3
Teachers / other subject leaders	As req.	Main Scale/ UPS (as applicable)
Nursery Nurses	1	As appropriate (non-teacher pay)