

Centrally Employed Teachers' Pay Policy 2016

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The Pay Policy

1. **Aim**

- 1.1. Section 3 of the School Teachers' Pay and Conditions Document places a statutory duty on the Council to have a pay policy for teaching staff, including appeals against pay determinations.
- 1.2. This policy sets out the basis on which the Council will make pay determinations for all teachers centrally employed and the date on which the determinations will be made.
- 1.3. The Council seeks to ensure that all teachers are valued and receive proper recognition and remuneration for their work and their contribution to education across Gateshead.

2. **Scope**

- 2.1. This policy applies to all teachers employed by the Council. However, it does not apply to teachers employed or appointed by the governing body to work in a maintained school as the responsibility for pay decisions lies with the governing body of the school.
- 2.2. This policy will:
 - maintain and improve the quality of education provided for pupils in Gateshead;
 - demonstrate to employees that the Council is acting in the best interests of education across Gateshead;
 - be implemented in a fair, consistent and responsible way;
 - be made available to all centrally employed teachers.

3. **Responsibilities**

- 3.1. The Council will:
 - promote high standards of educational achievement across Gateshead;
 - delegate authority to the relevant service director to administer the pay policy on its behalf;
 - consult with Human Resources where appropriate;
 - abide by all relevant legislation and, in particular, will not discriminate on grounds of race, colour, ethnic origin, religion, belief, gender, marital status, sexual orientation, disability or age with regard to all decisions on recruitment, remuneration and development;
 - seek to ensure that there is pay relativity between jobs within the Council recognising accountability and job weight and the need to recruit, retain and motivate employees;

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- seek to ensure that arrangements for linking appraisal to pay are applied consistently and objectively;
- seek to ensure procedures for determining pay are consistent with the principles of public life - objectivity, openness and accountability;
- adhere to Council policies governing employment issues e.g. redundancy and retirement policies.

3.2. The relevant service director will:

- decide pay determinations for all teachers within their service;
- exercise its responsibilities within the constraints of the Council's budget;
- treat information about all teachers' earnings as confidential;
- review job profiles regularly and will reconsider the grade of any role should responsibility or accountability change;
- take account of the advice of the relevant service manager/head teacher and recommendations from appraisers when making pay determinations;
- seek advice and guidance from the school improvement partner when developing the head teacher's job profile, setting performance objectives and determining pay;
- consult with all teachers and their trade union representatives on changes to the service's staffing structure which has implications on pay;
- consult with teachers and their trade union representatives during each annual review of the pay policy.

3.3. The service manager/head teacher will:

- seek to ensure that job profiles are in place for all roles at the time of advertising;
- review all teachers' job profiles as part of the appraisal process and consult with teachers' and their trade union representatives on any changes to the responsibilities or accountabilities of their role;
- seek to ensure that effective appraisal arrangements are in place and that any appraisers have the knowledge and skills to apply procedures fairly and consistently;
- make recommendations to the relevant service director with regard to staffing matters including structures, grades, pay and discretionary payments.

3.4. The employee will:

- engage in consultation with the relevant service director and/or the service manager/head teacher in relation to staffing matters including structures, job profiles and grading;
- participate in arrangements made for their performance appraisal, in accordance with their conditions of employment.

4. Annual Determination of Pay

- 4.1. All teachers will have their performance appraised annually and an annual pay review will take place between 1st September and 31st October. Annual pay progression determinations will be back dated to 1st September.
- 4.2. Where appropriate, the relevant service director should take into account the relevant information from appraisal reports in making pay determination decisions.

5. Records

- 5.1. Pay information will be confidential to the employee concerned, the service manager/head teacher and the relevant service director.

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The Council will follow the requirements of the current School Teachers' Pay and Conditions Document ("the Document") in implementing the pay policy for centrally employed teaching staff.

The discretions allowed by the Document will be applied according to identified service needs and based on clearly laid down criteria, subject to annual review.

1. Leadership Group

Leadership Pay Ranges

- 1.1. The Council will determine those posts that have substantial strategic responsibilities for leadership of educational provision in Gateshead. These will comprise the leadership group and may include an executive head teacher, head teacher, deputy head teacher(s) and/or assistant head teacher(s).
- 1.2. The relevant service director will establish and approve the service's/educational provision's group size and appropriate pay ranges for members of their leadership group in accordance with the provisions of the Document.
- 1.3. The service's/educational provision's group size will be recalculated in accordance with the provisions of the Document whenever:
 - a new head teacher is to be appointed;
 - the existing head teacher becomes permanently responsible for more than one school;
 - or there is a significant change in pupil numbers as determined in the Department of Education's School Census.
- 1.4. The Council has agreed to implement the attached reference points for the leadership pay ranges as detailed in appendices 1 - 4.

Head Teacher's Pay Range

- 1.5. The Council has determined in accordance with the provisions of the Document that the group size for the Behaviour Support Service is group 2. The head teacher's pay range is currently set as L19 – L25 with performance related progression as per the reference points detailed in appendix 1.

Head Teacher's Pay Range Review

- 1.6. The head teacher's pay range will be reviewed and re-determined, if necessary, in accordance with the provisions of the Document whenever:
 - a new head teacher is to be appointed;
 - a new deputy or assistant head teacher is to be appointed;
 - an additional leadership role is established and appointed to;
 - there is a significant change in the head teacher's or other members of the leadership group's responsibilities;

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- the existing head teacher becomes permanently responsible for more than one school; or
 - there is a significant change in pupil numbers as determined in the Department for Education's School Census.
- 1.7. The Council will then set an appropriate pay range taking into account all the permanent responsibilities of the head teacher, any challenges specific to the role of head teacher and all other relevant considerations.
- 1.8. A newly appointed head teacher will be appointed within the head teacher's pay range taking into consideration the extent to which they meet the requirements of the role ensuring there is appropriate scope within the range to allow for performance related progression.
- 1.9. The relevant service director may determine to exceed the maximum of the head teacher's pay range and/or the leadership pay range (group) where they determine circumstances specific to the role warrant a higher than normal payment. The salary and any additional payments will not exceed the maximum of the leadership pay range (group) by more than 25%.
- 1.10. The relevant service director will record the rationale for any pay determinations made in relation to the head teacher's pay range.

Head Teacher Temporary Payments

- 1.11. Temporary payments will not be awarded to the head teacher as an incentive for recruitment or retention. Recruitment and retention considerations will be taken into account when determining and appointing to the head teacher's pay range.
- 1.12. The relevant service director may determine a temporary payment to be made to the head teacher taking into account:
- any temporary responsibilities or duties that are in addition to their role; or
 - being appointed as a temporary head teacher of one or more additional educational provisions/schools (i.e. soft federation).
- 1.13. The relevant service director will only determine a payment for the above reasons if they have not already been accounted for when determining the head teacher's pay range.
- 1.14. If the relevant service director has exceeded the maximum of the head teacher's pay range and/or leadership pay range, this must be taken into account when calculating the temporary payment as the total will not exceed 25% of the head teacher's annual salary in any school year.
- 1.15. The relevant service director has the discretion, in wholly exceptional circumstances, to exceed the 25% limit. However, they will seek external independent advice before agreeing such temporary payment.

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Assistant Head Teacher(s) Pay Range

1.16. The assistant head teacher's pay range within the Behaviour Support Service is currently set as L7 – L11 with performance related progression as per the reference points detailed in appendix 2.

Assistant Head Teacher's Pay Range Review

1.17. The assistant head teacher's pay range will be reviewed and re-determined, if necessary, in accordance with the provisions of the Document whenever:

- a new head teacher is to be appointed;
- a new deputy or assistant head teacher is to be appointed;
- an additional leadership role is established and appointed to;
- there is a significant change in the head teacher's or other members of the leadership group's responsibilities;
- the existing head teacher becomes permanently responsible for more than one school; or
- there is a significant change in pupil numbers as determined in the Department for Education's School Census.

1.18. The relevant service director will establish appropriate pay differentials by identifying the salary of the highest paid classroom teacher (including taking account of the value of the maximum salary of the pay range, TLR and SEN allowances) to determine the minimum point for the deputy or assistant head teacher pay range.

1.19. The relevant service director will then set an appropriate pay range taking into account all the permanent responsibilities of each deputy and assistant head teacher role and all other relevant considerations.

1.20. The pay range for a deputy or assistant head teacher will only overlap the head teacher's pay range in exceptional circumstances. If the relevant service director determines an overlap, the maximum point of the deputy or assistant head teachers' pay ranges will not be above the maximum point of the head teacher's pay range.

1.21. The relevant service director may determine deputy and assistant head teachers' pay ranges which overlap.

1.22. Newly appointed deputy and assistant head teachers will be appointed within the pay range taking into consideration the extent to which they meet the requirements of the role ensuring there is appropriate scope within the range to allow for performance related progression. The relevant service director will formally record the rationale for this decision.

1.23. Recruitment and retention payments will not be awarded to deputy or assistant head teachers. Recruitment and retention considerations will be taken into account when determining and appointing to the deputy and assistant head teacher's pay ranges.

2. Leading Practitioners

- 2.1. The Council may employ teachers as leading practitioners if appropriate, and the relevant service director will determine an individual five point range within the leading practitioner pay range for each post established. The Council has determined the leading practitioner pay range as attached at appendix 4.
- 2.2. Leading practitioners are not entitled to receive TLR payments as all permanent responsibilities for teaching and learning should be taken into account when determining the individual pay range for the role.

Leadership Group/Leading Practitioners Pay Progression

- 2.3. The relevant service director must consider annually whether or not to increase the salary of all members of the leadership group and leading practitioners who have completed a year of employment since the previous pay determination.
- 2.4. The Council's Teacher Appraisal Policy ensures that a review against performance objectives is undertaken annually. The relevant service director will then consider recommendations made following the performance appraisal and will determine whether or not to award any progression with the maximum award of 2 points.

Leadership Acting Allowances

- 2.5. The relevant service director may award an acting allowance to members of the leadership group below head teacher who, for a minimum period of one month, carries out the duties of a more senior member of the leadership group.
- 2.6. Such an allowance would be assessed as though the member of the leadership group were being appointed to the substantive role. Payment will be made on the lowest point of the appropriate pay range. Payment may be backdated to the commencement of the duties.

3. Unqualified Teachers

- 3.1. Unqualified teachers are those teachers who have yet to achieve Qualified Teacher Status (QTS) and will be paid on the unqualified teacher's pay range until QTS is granted. The Council has determined the unqualified teacher's pay range and this is attached at appendix 5.
- 3.2. The service manager/head teacher will determine where a newly appointed unqualified teacher will enter the range, having regard to any qualifications or experience they may have, which they consider to be of value and will base this decision on the following criteria:
 - qualifications;
 - added value to the service;
 - level of training required to fulfil the needs of the post;

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- current salary;
- level of experience.

3.3. Unqualified teachers are not entitled to hold TLR 1 or 2 posts on the Council's staffing structure or be awarded a TLR 3.

4. Newly Qualified Teachers

4.1. Newly Qualified Teachers (NQTs) appointed to the Council will be placed on the minimum point of the main pay range. On completion of induction, NQTs have no automatic right to pay progression. The evidence from induction will inform decisions about pay progression as part of the annual determination of teachers' pay.

5. Qualified Teachers

5.1. All qualified teachers, including FE Teachers with Qualified Teacher Learning and Skills (QTLS) status will be paid on the main pay range or upper pay range.

Main Pay Range

5.2. Qualified teachers will be paid on the main pay range. The Council have determined the main pay range and this is attached at appendix 5.

5.3. Newly appointed teachers to the Council will be placed on the minimum of the range. The service manager/head teacher may use their discretion to award further salary in appropriate circumstances having regard to any qualifications or experience they may have, which they consider to be of value and will base this decision on the following criteria:

- qualifications;
- added value to the service/educational provision;
- level of training required to fulfil the needs of the post;
- current salary;
- level of experience.

5.4. In exercising this discretion the service manager/head teacher will treat employees fairly and consistently, taking account of the requirements of equal opportunities legislation and will record the reasons for their decision. Points on the main pay range, once awarded, will not be taken away whilst at the Council.

Main Pay Range Progression

5.5. The Council's Teacher's Appraisal Policy ensures that a review against performance objectives and the Teachers' Standards (England) is undertaken annually with all main pay range teachers. The service manager/head teacher

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will report the conclusions of these performance appraisals with pay progression recommendations to the relevant service director.

- 5.6. The relevant service director will then determine whether or not to award any progression for all main pay range teachers who have completed a year of employment since the previous pay determination.
- 5.7. The Council has determined that main pay range teachers will progress through the pay range on the basis of 1 point per successful appraisal in accordance with the Council's Teachers Appraisal Policy.
- 5.8. The Council will not exercise its discretion to award additional points where the teacher's performance in the previous 12 months has been excellent having regard to all aspects of their professional duties.
- 5.9. The Council will not progress a main pay range teacher through the pay range when performance is determined as requiring a supportive action plan in accordance with the Council's Capability Policy and Procedure.

Progression on to the Upper Pay Range

- 5.10. The service manager/head teacher will accept applications once a year from teachers at any point on the main pay range to be paid on the upper pay range and applications must be received by 31 October.
- 5.11. It is the responsibility of the teacher to notify the service manager/head teacher that they wish to apply for the upper pay range and must provide the following:
 - evidence that they are highly competent in all elements of the relevant standards;
 - evidence of their contribution and achievements to the service/educational provision.
- 5.12. The service manager/head teacher will assess any application for progression to the upper pay range received and will make a recommendation to the relevant service director based on being satisfied that:
 - the qualified teacher is highly competent in all elements of the Teachers' Standards (England);
 - the qualified teacher has made substantial and sustained achievements and contributions to the service/educational provision.
- 5.13. Across the Council, this means:
 - "highly competent" - having excellent depth and breadth of knowledge, skill and understanding of the Teachers' Standards (England)
 - "substantial" - raising standards of teaching and learning whilst making a significant wider contribution to school improvement, which impacts on pupil progress and the effectiveness of staff and colleagues

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- “sustained” - two consecutive successful appraisal reports and have made good progress towards performance objectives during this period.

5.14. The relevant service director will then determine by 30 November whether or not to progress main pay range teachers onto the upper pay range. Any decision made applies only to the teacher’s employment with the Council.

5.15. The Council has determined that all main pay range teachers successfully progressing to the upper pay range will be placed on the minimum point of the upper pay range.

5.16. Where main pay range teachers have been unsuccessful the service manager/head teacher will provide detailed feedback in writing by 31 December.

Upper Pay Range

5.17. The upper pay range will have 3 points as determined by the Council. The upper pay range is attached at appendix 4.

Progression within the Upper Pay Range

5.18. The relevant service director will determine annually whether or not to increase the salary of all upper pay range teachers who have completed a year of employment since the previous pay determination and will consider recommendations made by the service manager/ head teacher.

5.19. The relevant service director will award progression where there has been evidence of substantial and sustained high quality of performance taking into account:

- the achievement of, or good progress towards achieving, the performance criteria agreed in the appraisal plan;
- the sustained and significant contribution to the service;
- two consecutive successful performance appraisals.

5.20. The Council will not progress a teacher through the upper pay range when performance has been determined as requiring a supportive action plan in accordance with the Council’s Capability Policy and Procedure.

Acting Allowances

5.21. The Council may award an acting allowance to a teacher who, for a minimum period of one month, carries out the duties of any member of the leadership group.

5.22. Such an allowance would be assessed as though the teacher had been appointed to the substantive post. Payment will be made on the lowest point of

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the appropriate pay range. Payment may be backdated to the commencement of the duties.

6. Supply Teachers

6.1. The Council has determined that supply teachers will be placed on the minimum of the main pay range. The service manager/head teacher has discretion to award further salary in appropriate circumstances having regard to any qualifications or experience they may have, which they consider to be of value and will base this decision on the following criteria:

- qualifications;
- added value to the service;
- current salary;
- level of experience.

6.2. Teachers employed on a day-to-day or other short notice basis will be paid on a daily basis calculated on a full working year consisting of 195 days. Periods of employment for less than a day will be calculated pro rata to the number of hours that the teacher is employed during the course of the school's timetabled teaching week.

7. Part Time Teachers Working Time Arrangements

7.1. Part time teachers will be paid on a pro rata basis as a proportion of the time a full time teacher works, based on the School Timetabled Teaching Week (STTW).

7.2. The STTW refers to the session hours that are timetabled for teaching, including PPA time and other non-contact time but excluding break times, registration and assemblies.

7.3. The STTW of a full time teacher is to be used as the figure for calculating the percentage for a part time teacher. The STTW will be reviewed and revised whenever the session times or the timetabled teaching week is amended.

8. Teachers - Additional Payments

Teaching and Learning Responsibility payments (TLR)

8.1. The Council will include teaching and learning responsibility posts on the service's structure for clearly defined and permanent additional responsibilities to ensure the continuous delivery of high quality teaching and learning. All responsibilities will be reviewed and evaluated regularly and job profiles will make clear the responsibilities for which a TLR is awarded.

8.2. TLR 1 and 2 posts will be established on a permanent basis and subject to review at the same time as the staffing structure is reviewed. The Council will

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not establish a post which carries both TLR 1 and 2 responsibilities. However, on review it may be that the TLR payments are amended to reflect any permanent changes in responsibilities.

8.3. The Council has set the TLR Level 1 annual payments as:

£7,622 £9,380 £11,140 £12,898

8.4. The Council has set the TLR Level 2 annual payments as:

£2,640 £4,545 £6,450

8.5. Where TLR 1 and 2s are awarded to part-time teachers they will be paid pro rata at the same proportion as the teacher's part-time contract.

8.6. A teacher may hold a TLR 1 or 2 on a temporary basis where they are acting up in the absence of a permanent post holder. The details of this acting up arrangement will be confirmed in writing and in these circumstances there will be no entitlement to safeguarding when the arrangement ceases.

8.7. The service manager/head teacher will attach a TLR 3 to any teacher's post for a fixed term period for a defined service improvement project or a one-off externally driven responsibility.

8.8. The service manager/head teacher will determine the amount paid for a TLR 3 taking into account the nature and responsibility of the work involved. The service manager/head teacher will also establish the length of time required for completion at the outset. Payment for a TLR 3 will be made on a monthly basis for the duration of the fixed term period. On completion of the TLR 3 a teacher will not be entitled to safeguarding.

8.9. The Council has set the TLR Level 3 payments as:

£523 £1,563 £2,603

8.10. The Council will ensure that a written notification will be given at the time of appointment into a TLR 1 or 2 post or at the attachment of a TLR 3.

Recruitment and Retention Payments

8.11. Where the relevant service director has awarded a recruitment or retention incentive to the deputy or assistant head teachers under a previous Document, they may continue to make that payment, at its existing value, until such time as the deputy or assistant head teacher's pay range is re-determined under the Document.

8.12. The relevant service director has the discretion to make recruitment and retention payments to leading practitioners and teachers.

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8.13. Payments for recruitment will only be made when all attempts to recruit a suitably qualified teacher have failed.

8.14. Payments for retention will only be made in the following circumstances:

- to retain a specialist skill, knowledge, experience that no other employee has and is required by the service/educational provision for its improvement plan;
- specialist knowledge which cannot be quickly passed on to a colleague; or
- where there will be a difficulty to recruit someone with that skill, knowledge or experience.

8.15. The Council has determined that the payments for recruitment and retention will be £2640 per annum.

8.16. The relevant service director will determine the period over which recruitment and retention payments are to be made and will specify the expected duration at the commencement of the payment. Any such payments will be regularly reviewed and will be withdrawn at the end of the specified duration unless there are exceptional circumstances to justify an extension.

8.17. The Council will ensure that a written notification will be given at the time of the payment being determined.

Special Educational Needs (SEN) Allowance

8.18. The Council will award an SEN allowance of not less than £2,085 and not more than £4,116 per annum to a teacher.

8.19. In normal circumstances, the allowance for SEN will be awarded at the minimum value. For a particular shortage of skills, the service manager/head teacher will use their discretion to determine a higher value taking into account:

- whether any mandatory qualifications (visually, hearing impaired or autism qualification) are required for the post;
- the qualifications or expertise of the teacher relevant to the post;
- the relative demands of the post.

8.20. The service manager/head teacher will award a SEN Allowance to a classroom teacher who is:

- teaching pupils in one or more designated special classes or units in the service/educational provision (£2,085);
- in any SEN post that requires a mandatory SEN qualification (not the National Award for Special Educational Needs Co – ordination which should be included in a TLR payment) (£3,061).

8.21. The SEN Allowance will have 2 spot values as determined by the Council and shown above.

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Unqualified Teacher's Allowance

8.22. The Council has determined an additional allowance of not more than £2,640 per annum will be paid to an unqualified teacher where the service manager/head teacher considers the teacher has:

- taken on a sustained additional responsibility which is focused on teaching and learning and requires the teacher to exercise their professional skills and judgement; or
- qualifications or experience which brings added value.

Payment for Initial Teacher Training (ITT) Activities

8.23. The Council may make an additional payment to teachers, including members of the leadership group (excluding the head teacher and any leading practitioner), for activities related to the provision of ITT.

8.24. ITT activities might include supervising and observing teaching practice, giving feedback to students on their performance and acting as professional mentors, running seminars or tutorials on aspects of the course and formally assessing students' competence.

8.25. Leading practitioners are not eligible for this additional payment as it is a requirement of their role in school and therefore should be taken into consideration when determining their pay range. Payment would not be appropriate to assist in the mentoring and training of newly appointed employees.

8.26. Responsibilities for ITT activities may be included in a TLR role. However, this would not result in the payment as detailed below.

8.27. Payment for activities related to the provision of ITT as part of the ordinary conduct of the school will be determined by the service manager/head teacher taking into account the level of funding available to the Council by virtue of its partnership with a higher education institution. Such payments will be made at the daily rate of 1/195 or at a percentage of the daily rate.

Out of School Hours Learning Activity

(i.e. booster classes, homework clubs, summer schools, etc.)

8.28. The Council will pay teachers, excluding the head teacher, who participate in out-of-school hours learning activities provided:

- the teacher has been asked by the service manager/head teacher to participate in such activity and has agreed to do so;
- the teacher has made a substantial and, where appropriate, regular commitment to such activity;
- such activity has taken place outside the 1265 directed hours of working.

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8.29. The basis on which this payment is made by the Council to the teacher will be reviewed on a regular basis. Payment will be based at a pro rata rate of 1/1265 hours.

Payment for Continuing Professional Development

8.30. The Council has the discretion to award to teachers, excluding the head teacher, an additional payment for undertaking voluntary continuing professional development at weekends or in school holidays where:

- the teacher has been asked by service manager/head teacher to participate in such activity and has agreed to do so;
- the teacher has made a substantial and, where appropriate, regular commitment to such activity;
- such activity has taken place outside the 1265 directed hours of working.

8.31. The basis on which such payment is made by the Council to the teacher will be reviewed on a regular basis. Payment will be based at a daily rate of 1/195 or at a percentage of the daily rate.

9. Safeguarding - Teachers

9.1. The Council will apply the safeguarding principles to all teachers in accordance with the Document.

10. Appeals

10.1. All teachers employed in the Council may appeal against a pay determination or any other decision that affects their pay. All teachers should understand that any decision made under the appeals process is final and there is no further right of appeal or recourse under the Council's grievance policy and procedure.

Reasons for Appeal

10.2. All pay determinations for teachers will be based upon the Document. Decisions on pay determination and the basis on which the decision has been made will always be confirmed in writing. Appeals against the decision of the relevant service director will normally fall within, but are not limited to, the following areas:

- incorrectly applying the Document;
- incorrectly applying the Council's Centrally Employed Teachers' Pay Policy;
- failure to have regard for statutory guidance;
- failure to take proper account of relevant evidence;
- potentially biased;

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- taking account of irrelevant or inappropriate evidence; or
- potentially discriminating against the employee.

Appeals Process

10.3. If a teacher is not satisfied with the written pay determination they must:

- set out in writing their grounds for appeal;
- address their written appeal to the relevant strategic director;
- submit their written appeal within 10 working days of receipt of their written pay determination.

10.4. The relevant strategic director will convene a meeting to hear the appeal within 20 working days of receipt of the written appeal and the teacher will be notified in writing of the date of the meeting and be notified of their right to be represented by their trade union representative or work colleague.

10.5. The teacher will offer an alternative date within 5 working days of the original date if they or their chosen trade union representative or work colleague has a justifiable reason to not be available for the original date.

10.6. Any relevant written documentation that will be referred to, including the written appeal letter, will be circulated to all parties at least 5 working days before the meeting.

10.7. At the meeting, the relevant strategic director will hear representations from the relevant service director and the teacher concerned. All parties will be given the opportunity to ask questions of each other and to summarise their representations. The relevant strategic director will then adjourn and review the original pay determination based on the evidence provided and the criteria set in the Council's pay policy. The relevant strategic director will either dismiss the appeal or refer the teacher's pay determination back to the relevant service director for redetermination.

10.8. The relevant strategic director's decision will be confirmed in writing to the teacher within 5 working days of the appeal meeting.

Appendix 1

Leadership Pay Range – Executive/Head Teachers

Group 1

L6	44,102
L7	45,290
L8	46,335
L9	47,492
L10	48,711
L11	49,976
L12	51,127
L13	52,405
L14	53,712
L15	55,049
L16	56,511
L17	57,810
L18a	58,677

Group 2

L8	46,335
L9	47,492
L10	48,711
L11	49,976
L12	51,127
L13	52,405
L14	53,712
L15	55,049
L16	56,511
L17	57,810
L18	59,264
L19	60,733
L20	62,240
L21a	63,147

Group 3

L11	49,976
L12	51,127
L13	52,405
L14	53,712
L15	55,049
L16	56,511
L17	57,810
L18	59,264
L19	60,733
L20	62,240
L21	63,779
L22	65,363
L23	66,982
L24a	67,963

Appendix 1

Group 4

L14	53,712
L15	55,049
L16	56,511
L17	57,810
L18	59,264
L19	60,733
L20	62,240
L21	63,779
L22	65,363
L23	66,982
L24	68,643
L25	70,349
L26	72,089
L27a	73,144

Group 5

L18	59,264
L19	60,733
L20	62,240
L21	63,779
L22	65,363
L23	66,982
L24	68,643
L25	70,349
L26	72,089
L27	73,876
L28	75,708
L29	77,583
L30	79,514
L31a	80,671

Group 6

L21	63,779
L22	65,363
L23	66,982
L24	68,643
L25	70,349
L26	72,089
L27	73,876
L28	75,708
L29	77,583
L30	79,514
L31	81,478
L32	83,503
L33	85,579
L34	87,694
L35a	88,984

Appendix 1

Group 7

L24	68,643
L25	70,349
L26	72,708
L27	73,876
L28	75,708
L29	7,7583
L30	79,514
L31	81,478
L32	83,503
L33	85,579
L34	87,694
L35	89,874
L36	92,099
L37	94,389
L38	96,724
L39a	98,100

Group 8

L28	75,708
L29	77,583
L30	79,514
L31	81,478
L32	83,503
L33	85,579
L34	87,694
L35	89,874
L36	92,099
L37	94,389
L38	96,724
L39	99,081
L40	101,554
L41	104,091
L42	106,699
L43	108,283

Appendix 2

Leadership Pay Range – Deputy/Assistant Head Teachers

D1	38,984
D2	39,960
D3	40,958
D4	41,978
D5	43,023
D6	44,102
D7	45,290
D8	46,335
D9	47,492
D10	48,711
D11	49,976
D12	51,127
D13	52,405
D14	53,712
D15	55,049
D16	56,511
D17	57,810
D18	59,264
D19	60,733
D20	62,240
D21	63,779
D22	65,363
D23	66,982
D24	68,643
D25	70,349
D26	72,089
D27	73,876
D28	75,708
D29	77,583
D30	79,514
D31	81,478
D32	83,503
D33	85,579
D34	87,694
D35	89,874
D36	92,099
D37	94,389
D38	96,724
D39	99,081
D40	101,554
D41	104,091
D42	106,699
D43	108,283

Appendix 3

Leadership Pay Range - Leading Practitioners

P1	38,984
P2	39,960
P3	40,958
P4	41,978
P5	43,023
P6	44,102
P7	45,290
P8	46,335
P9	47,492
P10	48,711
P11	49,976
P12	51,127
P13	52,405
P14	53,712
P15	55,049
P16	56,511
P17	57,810
P18	59,264

Appendix 4

Unqualified Pay Range

1	16,461
2	18,376
3	20,289
4	22,204
5	24,120
6	26,034

Main Pay Range

M1	22,467
M2	24,243
M3	26,192
M4	28,207
M5	30,430
M6	33,160

Upper Pay Range

U1	35,571
U2	36,889
U3	38,250