



The Diocese of Chelmsford

Vine Schools Trust

Pay Policy

The Diocese of Chelmsford Vine Schools Trust

Approved by:	The Vine Schools Trust
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Date:	

[Name of Academy]

Approved by:	Local Governing Body/Local Board
Signed (Chair of Local Governing Body/Local Board)	
Date:	

Policy Reference:	F-009
Version No:	V1.1 – September 2017
Next review date:	Autumn 2018

Pay Policy 2017

There are no major changes to the Document for 2017.

Reference made throughout the document to the Local Board/Local Governing Body

- 2.1 Reference to the Vine Trust Board Pay committee for Headteachers and Executive Headteachers.
- 2.6 Requirement for LB/LGB to ratify pay decisions for support staff paid at Band 5 and above.
- 8.3 Clarification that the Diocese of Chelmsford Vine Schools Trust does not pay residential allowances.

The DfE has determined an inflationary increase of 2% on the minima and maxima of the Main Pay Range and 1% on the minima and maxima of all other teachers' pay ranges and TLR and SEN Allowances for 2017.

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1.	INTRODUCTION
1.1	This Policy sets out the framework for making decisions on staff pay.
1.2	Staff pay is affected by legislation, and national and local pay agreements, which give governing bodies' significant flexibility to determine pay levels to meet local circumstances. The policy complies with the School Teachers' Pay & Conditions Document (STPCD) and the accompanying statutory guidance and with national and local pay agreements for support staff and these documents will take priority in any disputes. The Policy will be reviewed annually, in consultation with staff and unions.
1.3	The objective of the policy is to: <ul style="list-style-type: none"> • ensure that pay and staffing arrangements enable the current and future delivery the curriculum and school improvement plans; • support the recruitment and retention of high quality staff; • recognise and reward staff for their contribution to school improvement; • ensure that pay decisions are made in a fair and transparent way; • ensure that available monies are allocated appropriately.
2.	ROLES AND RESPONSIBILITIES
2.1	<p>Pay Committees</p> <p>The Local Board/Local Governing Body has established the following committees which have fully delegated powers to make decisions on pay, and (except in relation to Headteacher / Executive Headteacher pay) will be advised by the Headteacher/Executive Headteacher as appropriate.</p> <ul style="list-style-type: none"> • Pay Committee • Pay Appeals Committee <p>The Vine Trust Board has established the following committees which have fully delegated powers to make decisions on pay in relation to Headteacher / Executive Headteacher, CEO and Vine Central Staff and will be advised by the CEO, Vine Trust Chair as appropriate.</p> <ul style="list-style-type: none"> • Pay Committee • Pay Appeals Committee
2.1.1	The terms of reference for these committees are attached at Appendix A. Local Governors/Directors will not make judgements about the effectiveness of individual staff. Their role is to satisfy themselves that any recommendation/decision has been made on the basis of evidence and in accordance with the Policy, and that correct procedures have been followed. The Local Board/Local Governing Body will monitor the effectiveness of the Performance Management process and ensure that the allocation of pay is consistent with the overall standard of teaching in the school and the outcomes for pupils.
2.1.2	Where the Local Board/Local Governing Body collaborates with another governing body / local governing body or bodies on the appointment of staff, joint pay committees may be established between the relevant bodies to deal with pay and performance matters of relevant staff.
2.2	<p>Performance Management</p> <p>Performance Management is a developmental and supportive process designed to ensure that teachers have the skills and support they need to carry out their role and that they continue to</p>

	<p>improve their professional practice throughout their careers. Performance management reviewers will be responsible for the performance management process, in accordance with the Performance Management Policy. Performance Management objectives will be moderated across the school to ensure consistency and fairness in pay decisions. The Performance Management Review Statement will include a pay recommendation which will be made by:</p> <ul style="list-style-type: none"> • The PM reviewer for Main Pay Range teachers and support staff • The Headteacher/Executive Headteacher for Upper Pay Range and Leadership Range teachers • The Vine Trust Performance Management Review Panel for the headteacher / executive headteacher 		
2.2.1	<p>Application for the Upper Pay Range The Headteacher/Executive Headteacher will assess applications from teachers to be paid on the Upper Pay Range in accordance with this policy and will make a recommendation to the Pay Committee on whether the teacher should progress to the Upper Pay Range.</p>		
2.3	<p>Staffing Structure The Pay Committee will, having regard to the advice and recommendation of the relevant person mentioned in 2.1, determine, monitor and review the school staffing structure. The staffing structure sets out the number and pay ranges for all posts within the school and is at Appendix D.</p>		
2.4	<p>Leadership Group and Lead Practitioners The Headteacher/Executive Headteacher will be responsible for determining the starting salary, and for making pay progression decisions, for posts on the Leadership and Lead Practitioner Pay Ranges. Such decisions will be ratified by the Local Board/Local Governing Body Pay Committee.</p>		
2.5	<p>Other teachers The Headteacher/Executive Headteacher will be responsible for determining the starting salary, and for making pay progression decisions, for teachers on the Unqualified, Main and Upper Pay Ranges. Such decisions will be ratified by the Local Board/Local Governing Body Pay Committee.</p>		
2.6	<p>Support Staff The Headteacher/Executive Headteacher will be responsible for determining the starting salary, and for making pay progression decisions, for all support staff. Decisions for support staff paid at Band 5 and above will be ratified by the Local Board/Local Governing Body Pay Committee.</p>		
3.	<p>PAY TIMETABLE</p>		
	Date	External	Internal
			Complete PM review for support staff.
		Inflationary Pay Award for support staff	Pay Progression decision effective for support staff
		Inflationary Pay Award for teachers	Pay Progression decision effective for teachers

		Budget set	
	Sept/Oct		Complete PM review for teachers
	31 October (last day of half term)		Notify teachers of annual pay review decision
	31 Dec. (last day of term)		Notify headteacher/executive headteacher of annual pay review decision
3.1	Setting and Reviewing Pay		
	Salaries will be determined only in the circumstances set out below.		
3.1.1	An individual salary range and starting salary will be determined where a new appointment is made, in accordance with the relevant sections of this Policy.		
3.1.2	The salary of individual posts will be reviewed at such times as appropriate where there are significant changes in the responsibilities or duties of the post which warrant such a review.		
3.1.3	The salary of individual posts may be reviewed where, the setting of a salary for a new appointment, or a change of salary in the circumstance set out in 9.1.1, makes such a review necessary to maintain consistency and fairness.		
	The salary, within the established range, of individual staff will be reviewed annually on or after: <ul style="list-style-type: none"> • 1 September, but no later than 31 October (teachers) • 1 September, but no later than 31 December (headteachers/ executive headteachers) • 1 September (support staff) 		
3.2	Inflationary increases – Teachers’ and Leadership Pay Ranges		
	The school will ensure that the values of the minimum point of each pay range in this Policy are in line with the minimum of the corresponding ranges set out in the Teachers’ Pay and Conditions Document. The values of points on the scales above the minimum will be determined annually by the Vine Trust Board. In making its determination the Vine Trust Board will have regard to any national pay award and any requirements set out in Teachers’ Pay and Conditions.		
3.2.1	Option 2*		
	The salaries of individual teachers will increase accordingly, subject to them demonstrating satisfactory performance as assessed through the performance Management Process and otherwise where necessary to ensure the teacher receives the minimum of the salary range.		
3.2.2	Inflationary increases – Teacher Allowances		
	Option 1b*		
	The values of Allowances will be determined annually by the Vine Trust Board and paid to individual teachers subject to them demonstrating satisfactory performance as assessed through the performance Management Process and otherwise where necessary to ensure the teacher receives the minimum value specified in TPCD.		
	Option 2a*		
	The Local Board/Local Governing Body will determine the values of all other allowances and discretionary payments payable to individual teachers on an annual basis.		
3.2.3	Support Staff		
	Academies*		
	The values of the salary points on the Local Government Pay Scale and the values of other salaries will be determined annually by the Vine Trust Board. In making its determination the Vine Trust Board will have regard to any national pay award		

3.3	All staff will be informed in writing of their pay determination and the rationale for it with each year according to the Pay Timetable and at any other time when a salary review takes place.	
4.	TEACHERS' PAY	
4.1	<p>Qualified teachers will be paid on the Main Pay Range or the Upper Pay Range. The Pay Ranges in this school have been divided into progression stages. Teachers on the Main Pay Range will be paid on the six-point* scale on the Main Pay Range as set out below Teachers on the Upper Pay Range will be paid on the five-point scale on the Upper Pay Range as set out below</p> <p><u>Main Pay Range</u></p>	
	Minimum:	
	Performance Progression Stage 1	
	Performance Progression Stage 2	
	Performance Progression Stage 3	
	Performance Progression Stage 4	
	Maximum a	
	Maximum b	
	<u>Upper Pay Range</u>	
	Minimum:	
	Performance Progression Stage 1	
	Performance Progression Stage 2	
	Performance Progression Stage 3	
	Maximum	
4.2	<p>Unqualified Teachers will normally be paid on the Unqualified Pay Range.</p> <p>The Pay Range for Unqualified teachers in this school has been divided into progression stages as follows:</p>	
	Minimum:	
	Performance Progression Stage 1	
	Performance Progression Stage 2	
	Performance Progression Stage 3	
	Performance Progression Stage 4	
	Maximum:	
4.2.1	Where an unqualified teacher is on a recognised “route into teaching” programme, the Pay Committee may exercise its discretion to pay him/her on the Main Pay Range having regard to his/her skill, qualifications and experience.	
4.3	<p>Where a Lead Practitioner post(s) is (are) included in the Staffing Structure., each Lead Practitioner will be paid within a specified range, within the Pay Range for Lead Practitioners.</p> <ul style="list-style-type: none"> • In setting the specified Range, the Pay Committee will determine the number and value of performance pay progression stages within that range. • Different Lead Practitioner posts may have a different specified range, having regard to the challenge of the individual post and pay differentials within the school. 	

5.	PAY ON APPOINTMENT
5.1	<p>The salaries of new staff will be set within the Pay Range for the post as set out in the Staffing Structure and in accordance with this pay policy. In determining the starting salaries for individual staff, including the award of any discretionary payments as allowed for within this policy, account will be taken of;</p> <ul style="list-style-type: none"> • the skills, experience and relevant qualifications of the individual; • market conditions; • any specific restrictions set out in the Teachers' Pay & Conditions Document; • the employee's current salary level; <p>Newly Qualified Teachers in their first year will normally be paid on the minimum of the Main Pay Range.</p> <p>There is no assumption that an employee will be paid the same rate they were being paid in a previous school.</p>
6.	PAY PROGRESSION BASED ON PERFORMANCE
	Teachers on the Main, Unqualified, Upper and Lead Practitioner Pay Ranges
6.1	<p>Decisions regarding annual pay progression within the relevant ranges set out in 4.1-4.3 above, will be made with reference to teachers' performance management statements and the pay recommendation they contain. In the case of Newly Qualified Teachers, whose appraisal arrangements are different, pay decisions will be made by means of the statutory induction process.</p> <p>The Vine Trust Board expects all teachers to perform at the highest possible level and to continue to improve their professional practice year on year. Performance Management objectives will be progressive and developmental, thereby ensuring that good performance is rewarded and that good teachers have the opportunity over a number of years, to progress to the maximum of their respective pay range.</p>

<p>6.2</p>	<p>Decisions on performance pay progression will be based on an assessment of the <u>overall</u> performance of the teacher.</p> <p>A teacher will be eligible for annual performance pay progression where they:</p> <ol style="list-style-type: none"> 1) have been assessed as meeting all of the teaching standards, throughout the assessment period; 2) have had their teaching assessed as at least good <u>overall</u> during the assessment period; 2a) Upper Pay Range teachers will be expected to demonstrate increasing levels of outstanding teaching <u>overall</u> 2b) Lead Practitioners will be expected to demonstrate outstanding teaching <u>overall</u> 3) have been assessed as meeting the requirements of their job description/job role; 4) meet their individual performance management objectives; <p>Consideration will be given where factors beyond the teacher’s control have impacted on their ability to meet objectives;</p> <ol style="list-style-type: none"> 5) have demonstrated a personal responsibility for identifying and meeting their CPD needs. <p>The evidence which will be considered in assessing performance will include:</p> <ul style="list-style-type: none"> • pupil progress data; • quality of teaching against the Teaching Standards, including observed practice; • self-assessment; • professional dialogue; • received feedback; • performance management statements; • CPD records. <p>And in the case of Upper Pay Range teacher and Lead Practitioners, evidence of their contribution beyond their own classroom and their impact on the wider school.</p> <p>Where a teacher has been absent for some or all of the assessment period, an assessment will be based on performance during any periods of attendance and/or prior performance.</p>
<p>6.3</p>	<p>Decision to progress</p> <p>Where all of the performance pay progression criteria set out in 6.2 above are met, the teacher will move up to the next Performance Pay Progression Stage. Discretion will be applied where not all performance management objectives have been fully met, but significant progress has been made.</p>
<p>6.4</p>	<p>Decision not to progress</p> <p>Where the performance pay progression criteria in 6.2 are not met, the teacher will not receive any performance pay progression. A decision not to award performance pay progression may be made without recourse to capability procedures. However, teachers who fail to meet the minimum teaching standards and/or who consistently fail to improve their practice or to sustain the expected level of performance for their pay level, may be subject to these procedures.</p> <p>Where a decision not to progress is made, the teacher will be supported through the performance management process to improve their performance.</p>

7.	MOVEMENT TO THE UPPER PAY RANGE
7.1	<p>Any qualified teacher on the Main Pay Range may apply to be paid on the Upper Pay Range once per year. It is the responsibility of the teacher to decide whether or not they wish to submit an application. Applications must:</p> <ul style="list-style-type: none"> • be made on the appropriate application and submitted to the headteacher/executive headteacher; • be submitted by 31 October* in each year (consideration will be given to accepting late applications where individual circumstances eg absence prevent this deadline being met).
7.2	<p>The Criteria</p> <p>An application will be successful, if the headteacher/executive headteacher and the Pay Committee are satisfied that:</p> <ul style="list-style-type: none"> • the teacher is highly competent in all elements of the teaching standards; and, • the teacher’s achievements and contribution to the school are substantial and sustained. <p>In this school, this means that the teacher has consistently</p> <ul style="list-style-type: none"> • demonstrated that they meet all teaching standards, both in terms of teaching and personal and professional conduct, over a sustained period; • been assessed as meeting their performance management objectives over a sustained period; <p>and in addition that;</p> <ul style="list-style-type: none"> • teaching has been rated as outstanding <u>overall</u>, with some outstanding, over a sustained period; • the teacher has demonstrated over a sustained period an ability to support some pupils to exceed expected levels of progress/achievement; • the teacher has consistently taken responsibility for identifying and meeting their own professional development needs and used their learning to improve their own practice and pupils’ learning; • the teacher has demonstrated that they have made an impact on the school beyond their own class/group(s) over a sustained period. This may include <ul style="list-style-type: none"> ○ demonstrating an ability to coach, mentor, advise and demonstrate best practice to, other teachers to enable them to improve their teaching practice; ○ contributing to policy and practice which has improved teaching and learning across the school; <p><u>Sustained</u> means maintained continuously over a period of at least 3 school years (a year being defined as at least 26 weeks work in any academic year). It is normally expected that this will include at least one year at this school, although discretion will be exercised where there is clear and compelling evidence of consistent performance against the criteria at the teacher’s previous school.</p> <p>The school will exercise its discretion to consider performance over a lesser period where a teacher has been absent for some of the relevant period.</p>

<p>7.3</p>	<p>The Assessment</p> <p>The headteacher/executive headteacher will assess all applications to be paid on the Upper Pay Range and their recommendation will be considered by the Pay Committee.</p> <p>The headteacher/executive headteacher will use the evidence contained in the teachers' performance management review paperwork to make their assessment.</p> <p>A teacher who has not been at the school for all of the 3 year assessment period, should provide their performance management review statement(s) from their previous employment with their application.</p> <p>A teacher may, if they wish, provide additional evidence to support their application, but is not obliged to do so.</p>
<p>7.4</p>	<p>Procedure</p> <p>The headteacher/executive headteacher will discuss their recommendation with the teacher and the Pay Committee will confirm the decision by 31 December.</p> <p>Where the application is approved, the teacher will progress to the minimum of the Upper Pay Range backdated to the 1 September.</p> <p>Where the application is not successful, the headteacher/executive headteacher will provide feedback and the teacher will be provided with advice and support through the performance management process to develop their skills with a view to them making a future successful application.</p> <p>Teachers have the right to appeal any decision not to move them onto the Upper Pay Range. The appeals procedure is at section 21 of this policy.</p>
<p>8.</p>	<p>ADDITIONAL ALLOWANCES</p>
<p>8.1</p>	<p>Teachers on the Main or Upper Pay Ranges may be paid an additional allowance as follows:</p>
<p>8.1.1</p>	<p>Teaching and Learning Responsibility (TLR) Payments</p>
	<p>There are 3 TLR levels: TLR1, TLR2 and TLR3</p> <p>TLRs may be awarded to teachers on the Main or Upper Pay Range. A teacher may not be in receipt of more than one TLR1 or TLR2 concurrently.</p> <p>Posts which attract TLR1 and TLR2 Allowances, and the amount of those Allowances, are set out in the staffing structure (see Appendix D).</p> <p>TLR1 and TLR2 payments are permanent while the employee remains in the same post in the staffing structure.</p> <p>TLR3 Allowances are paid for a fixed-term period, for delivery of a significant responsibility in relation to a clearly time-limited school improvement or one-off externally driven project.</p> <p>The headteacher/executive headteacher will determine what projects should attract a TLR3 Allowance and the value of those Allowances having regard to the context, nature and complexity of the responsibility.</p>

	<p>The headteacher/executive headteacher will invite teachers to express interest in relevant projects and will allocate TLR3s on the basis of an assessment, through professional dialogue, of which teacher has the relevant skills and knowledge required for the specific project.</p> <p>In determining the allocation and value of TLR3 payments, due regard will be given to ensuring consistency, fairness, transparency and value for money.</p> <p>Where a TLR is awarded, written notification will be given to the teacher of:</p> <ul style="list-style-type: none"> • the nature of the significant responsibility; • the level of the payment; • in the case of TLR3, the date on which the Allowance will end.
8.1.2	Special Needs Allowances
	<p>There is one special needs allowance consisting of a minimum and maximum amount.</p> <p>The Pay Committee will determine which posts will attract an SEN Allowance according to the criteria set out in the Teachers Pay & Conditions Document which relate to teaching SEN pupils, and the amount of the Allowance in each case. Such posts are as set out in the Staffing Structure (see Appendix D).</p> <p>Where a post attracts an SEN allowance the amount of the allowance will be determined in each case by reference to:</p> <ul style="list-style-type: none"> • whether any mandatory qualification is required; • the qualification and/or expertise of the teacher relevant to the post; • the relative demands of the post. <p>In determining the value of an SEN payment, due regard will be given to ensuring consistency, fairness and transparency.</p>
8.2	Unqualified Teacher Allowance
	<p>The Headteacher/Executive Headteacher may determine that an additional Allowance be paid to an unqualified teacher who is paid on the Unqualified Teachers' Pay Range where, in the context of its staffing structure, the teacher has:</p> <ul style="list-style-type: none"> • taken on a sustained additional responsibility which is: • focussed on teaching and learning; and • requires the exercise of a teachers' professional skills and judgement: or • qualifications or experience which bring added value to the role s/he is undertaking. <p>The Headteacher/Executive Headteacher will determine the amount of any such allowances having due regard to consistency, fairness and transparency.</p>
8.3	Residential Allowance
	The Diocese of Chelmsford Vine Schools Trust does not pay a Residential Allowance.
9.	LEADERSHIP GROUP PAY
	Inflationary increases will be applied as set out in section 3.2
	Option 3a*
9.1	The Pay Range for Leadership Posts at this school has been divided into Pay Progression Stages as set out in Appendix E and the Salary Range for the Headteacher/Executive Headteacher will

	<p>be determined as set out in 9.1.2 below and will consist of a range of 7 progression stages and the Salary Range for Heads of School, Deputy and Assistant Headteachers shall consist of 5 progression stages.</p>
9.1.1	<p>The Vine Trust Board will determine the group size of the school with reference to pupil numbers as set out in TPCD and determine appropriate Salary Ranges for the Headteacher / Executive Headteacher with the Local Governing Body determining the salary ranges for all other leadership posts normally within the Group Size¹.</p> <p>Where a person is appointed as Headteacher/Executive Headteacher of more than one school on a permanent basis, the group size and Salary Range will be determined by reference to the combined pupil numbers of all the schools and the overall responsibility of the post.</p> <p>Where a Headteacher was originally appointed to only one school within the Vine Trust, then for a permanent post of Headteacher of more than one school, the basic salary will be increased to a point reflecting the minimum level of the combined pupil number group, subject to the following:</p> <ul style="list-style-type: none"> Minimum 5% uplift 1% uplift per additional school 1% uplift for an RI school 2% uplift for a school in special measures <p>In setting the individual Salary Ranges for Leadership Posts the Vine Trust Board will:</p> <ul style="list-style-type: none"> • take account of all of the permanent responsibilities, and challenges that are specific to the role and any other relevant considerations; • have regard to appropriate pay differentials with other staff; <p>¹The Salary Ranges of Deputy and Assistant Headteachers must not exceed the Group Size of the school.</p> <p>Where the Vine Trust Board determine a higher than normal salary is warranted for the headship/executive headship, the Salary Range of the Headteacher/Executive Headteacher may exceed the Group Size of the school, subject to the total salary, including any temporary payment made under 9.1.4 below, not exceeding 25% above the Group Size, other than in exceptional circumstances in which case:</p> <ul style="list-style-type: none"> • a business case must be approved by the Vine Trust Board; • the Vine Trust Board must seek external independent advice.
9.1.2	<p>When determining the starting salary of a newly appointed member of the Leadership Group, the Vine Trust Board or Local Board/Local Governing Body (see 9.1.1 above) will have regard to the extent to which the candidate meets the requirement of the post and whether this merits a starting salary higher than the minimum of the Range determined in Section 9.1.1. The starting salary will allow for performance progression over time.</p>
9.1.3	<p>Progression within the Salary Range will be subject to the individual demonstrating a sustained high quality of performance having regard to the most recent review carried out under the Performance Management Policy.</p> <p>Determination of whether there has been “sustained high quality of performance” will be made in accordance with the criteria outlined in Appendix C of this Policy.</p>

	Where Option 3a or 3b selected in 9.1
	Option 4a*
	<p>Where the Pay Committee is satisfied that there has been a sustained high quality of performance, the employee will move up to the next Performance Pay Progression Stage.</p> <p>Where performance is considered to be exceptional, the Pay Committee may move the employee up two progression stages.</p>
9.1.4	Performance Progression is limited to the maximum of the Salary Range as determined in 9.1.1. Discretion will be applied where not all performance management objectives have been fully met, but significant progress has been made.
9.1.5	<p>Where the employee's performance is assessed as not being of a sustained high quality, they will not be any performance pay increase. A decision not to award a performance pay increase may be made without recourse to capability procedures. However, those who fail to meet the minimum standards and/or who consistently fail to improve their practice or to sustain the expected level of performance for their pay level, may be subject to these procedures.</p> <p>Where a decision not to progress is made, the employee will be supported through the performance management process to improve their performance.</p>
10.	ADDITIONAL PAYMENTS TO TEACHERS
10.1	Temporary Payments to the Headteacher
	<p>The Vine Trust Board may determine that an additional temporary payment be made to the Headteacher/Executive Headteacher for clearly defined temporary responsibilities or duties which are in addition to, and have not previously been taken into account in setting, the permanent Salary Range under 9.1.1.</p> <p>The Vine Trust Board will apply the following when a Headteacher takes on temporary responsibility for schools that are additional to those they were appointed / are in their contract.</p> <p>For a temporary position a temporary percentage uplift will be applied to the basic salary so that it reflects the minimum level of the combined pupil number group.</p> <p>Minimum 5% uplift 1% uplift per additional school 1% uplift for an RI school 2% uplift for a school in special measures</p> <p>Only to apply while the EHT is working in more than one school. Up to a maximum that must comply with the Trust pay policy. All future pay increases will be dependent on performance.</p> <p>LBs/LGBs will be asked to make a proposal for any additional pay for the HoS / DHT. This will be considered by the Trust Board before any salary enhancement is made.</p> <p>The total sum of any additional payments set out in this section (and in 9.1.1) will not exceed 25% of the value of the Headteacher's/Executive Headteacher's point on the Leadership Pay Spine. If the Vine Trust Board exceptionally wishes to exceed the limit above, it will seek independent external advice before so doing.</p>

	Except where specified, the following payments may not be made to members of the Leadership Group. Where relevant, any additional payments to a Headteacher must be made as part of their permanent Salary Range (as set out in 9.1.1 above) or as a temporary payment (as set out in 10.1 above).
10.2	Continuous professional development undertaken outside the school day
	Where it is agreed that teachers will undertake CPD activities at the weekend or during school closure periods, they will be paid teachers usual hourly rate .
10.3	Activities related to the provision of initial teacher training (ITT)
	The Trust Board does not make payments for ITT activities.
10.4	Participation in out of school learning activities
	Where a teacher at the school undertakes 1:1 Tuition outside of the school day, they will be paid an out of school learning allowance payment of £25.95 per hour. Where a part-time teacher at the school undertakes 1:1 Tuition during the school day they shall be paid their normal hourly rate.
10.5	Provision of services to another school(s)
	The Vine Trust Board for Headteachers/Executive Headteacher and the Local Board/Local Governing Body for other staff may authorise teachers, including Leadership Group, to undertake additional responsibilities and activities relating to the raising of standards in one or more other schools. Where such an agreement is authorised, the Local Board/Local Governing Body (or Vine Trust Board in the case of the Headteacher/Executive Headteacher) will determine, what, if any, payment should be paid to the teacher and/or to other staff, in recognition of the associated additional responsibility and how much shall be retained by the school to cover associated costs such as administration or supply cover. Any payment to the Headteacher/Executive Headteacher will be made under 10.1 of this Policy. Payments to other staff may include acting arrangements, temporary TLR3s or such other payment as the Pay Committee considers appropriate under Paragraph 26.1 of TPCD. All such payments are temporary with no entitlement to safeguarding when they cease.
10.6	Recruitment and Retention Payments and Incentive
	The Pay Committee may authorise, on a case by case basis, a payment or incentive to secure the recruitment, and/or to retain the services, of a teacher. In authorising such a payment, the following factors will be considered: <ul style="list-style-type: none"> • that there is evidence that there is difficulty in appointing to a particular post or in recruiting a teacher with the required skills, qualifications and/or experience; • that there is a need to retain the skills, qualifications or experience of an individual; • whether the salary available in the context of the staffing structure is insufficient to secure an appointment given the circumstances of the school; • available financial resources; • market forces. Any such payment or incentive will be subject to review and there will be no entitlement to a payment beyond the review date.

	<p>Any such payment will be confirmed in writing, including details of:</p> <ul style="list-style-type: none"> • whether it is for the purpose of recruitment or retention; • the nature of the payment or incentive; • if a financial payment paid, whether this will be paid monthly as part of salary or as a lump sum to be paid at an agreed time; • the basis for any uplifts where applicable; • the date which the payment/incentive will be reviewed; <p>Leadership Group may only receive payments under this Section for reasonably incurred housing or relocation costs.</p>
10.7	Acting Arrangements
	<p>Where a teacher is assigned and carries out the duties of an Executive Headteacher, Headteacher, Head of school, Deputy Headteacher, or Assistant Headteacher, but has not been appointed in an acting capacity the Vine Trust Board / Local Board / Local Governing Body shall, within four weeks, determine whether or not an allowance should be paid in accordance with the provisions of the School Teachers' Pay & Conditions Document.</p>
11.	PART TIME TEACHERS
	<p>Teachers who work less than a full day or week are deemed to be part-time. The proportion of full-time will be calculated in accordance with the Teachers Pay & Conditions Document as follows:</p> $\frac{\text{Teacher's timetabled teaching time}}{\text{School's timetabled teaching time}} = \text{part-time percentage}$ <p>Part-time teachers will be expected to work a corresponding proportion of directed time and will receive a corresponding proportion of a full- time salary.</p>
12.	SHORT NOTICE/SUPPLY TEACHERS
	<p>Teachers who are engaged directly and work on a day-to-day basis or other short notice basis will have their pay determined in line with the statutory pay arrangements in the same way as other teachers.</p> <p>Supply teachers working a whole day, including directed time, will initially have their salary calculated as an annual amount; it will then be divided by 195 and multiplied by the number of days worked.</p> <p>Supply teachers working less than a full day will be hourly paid. The salary will be calculated as an annual amount and then divided by 1265 to determine the hourly rate, which will then be paid for hours worked, including any agreed payment for directed time.</p>
13.	SUPPORT STAFF PAY
	<p>The salary of support staff is as set out in their contract of employment.</p>

13.1	<p>Starting salary</p> <p>The salaries of new staff will be set within the range for the post as set out in the Staffing Structure and in accordance with this pay policy. In determining the starting salaries for individual staff, account will be taken of;</p> <ul style="list-style-type: none"> • the skills, experience and relevant qualifications of the individual; • market conditions.
13.2	<p>Pay Progression</p> <p>Annual progression within any pay range set out in the contract of employment, will be subject to the employee meeting the expectations as determined through the performance management process.</p>
13.3	<p>Part-time staff</p> <p>Support staff who work less than a full day, week and/or year are deemed to be part-time. The proportion of full-time will be calculated as follows:</p> <p>Hours per week x weeks per year ----- 37 x 52.14</p>
14.	SALARY SACRIFICE SCHEMES
	<p>The Local Board/Local Governing Body operates a Salary Sacrifice Scheme in relation to:</p> <ul style="list-style-type: none"> • Child Care Vouchers* • Cycles/cycle safety equipment • Mobile telephones <p>Staff choosing to participate in a Scheme(s) will have their gross pay reduced according to the terms of the Scheme(s) for the duration of their participation.</p> <p><i>*Following the introduction of the Government-run Childcare Voucher Scheme, no new members will be admitted to the School run scheme.</i></p>
15.	PENSIONS
15.1	<p>All regular salary payments and additional allowances and payments to staff within this policy, with the exception of some recruitment and retention benefits, are pensionable.</p> <p>Note: Full-time teachers cannot be members of the Teachers' Pension Scheme for a second job (eg 1:1 tuition at another school). They can however join the Local Government Pension Scheme for this secondary employment.</p>
15.2	<p>The Local Board/Local Governing Body will not promote staff through the grading systems or use other pay flexibilities to assist in securing an employee's improved pension entitlement on retirement. The Local Governing Body recognises that, where this to be done, the DfE and/or pension regulator, where appropriate, may use their powers to substitute a notional salary for calculation of pension.</p>

16.	SALARY SAFEGUARDING/PROTECTION
	<p>The Local Board/Local Governing Body will ensure appropriate salary protection/safeguarding for teachers in accordance with the School Teachers' Pay and Conditions Document and for support staff in accordance with the schools' Redundancy and Re-organisation Procedure.</p> <p>Employees in receipt of safeguarding will be expected to undertake commensurate work.</p>
17.	STAFFING BUDGET
	<p>The amount of money allocated to implementing the Pay Policy will be determined at the beginning of each financial year through the budget allocation process of the school. The Local Board/Local Governing Body will endeavour to ensure that appropriate funding is allocated for performance pay progression at all levels.</p>
18.	EQUALITIES
	<p>The Vine Trust Board and Local Board/Local Governing Body recognises the principle of equal pay for work of equal value in the implementation of this policy. The Vine Trust Board and Local Board/Local Governing Body will take into account the salaries payable in comparable establishment, where possible, in setting pay levels.</p> <p>All pay related decisions will be taken in accordance with relevant equalities legislation, Employment Relations Acts and Part-time Workers and Fixed-term Employees Regulations. Appropriate consideration will be given where staff have been absent for long periods e.g. due to sickness or maternity leave.</p>
19.	OVER/UNDER PAYMENTS
	<p>The Vine Trust Board shall be entitled to deduct from your salary any money which you may owe to the school at any time.</p> <p>Support staff working less than 52 weeks have their annual salary spread evenly over 12 months, whereas their working hours are spread unevenly across the year due to school closure periods. When they leave employment, a calculation will be made to assess any over- or under-payment arising from this arrangement, and any over or underpayment will be adjusted in their final pay. Employee will be notified in advance of any adjustment.</p> <p>Should an overpayment occur in other circumstances the employee will be notified in writing of the full amount of the overpayment and agreement will be sought about a reasonable repayment schedule. In the absence of such an agreement the Vine Trust Board will determine a reasonable recovery schedule, usually not exceeding 5% of the monthly gross, except where the employee is leaving, where the balance owing may be deducted from final salary in the absence of an alternate agreement.</p> <p>Recovery of overpayments will be pursued in the case of former employees.</p> <p>In the case of underpayments, the Vine Trust Board will apply appropriate refunds as soon as possible.</p>

	Employees are expected to draw to the attention of the Headteacher/Executive Headteacher any overpayment or underpayment as soon as possible. The Employer is expected to draw to the attention of the employee any overpayment or underpayment as soon as possible.
20.	MONITORING
	<p>The Local Board/Local Governing Body will monitor the outcome and impact of this policy annually assess its effect and continued compliance with equalities legislation. The effect of the policy will be assessed particularly with reference to trends in progression across specific groups of teachers and the correlation between this and performance management reviews and outcomes for pupils.</p> <p>The pay of individual staff will remain confidential – shared only with those responsible for making pay decisions and managing administrative matters.</p>
21.	APPEALS PROCEDURE
21.1	<p>Staff have the right to make representations and to appeal about any aspect of their pay or pay progression in accordance with the appeals procedure within the policy, which meets, as a minimum, the statutory requirements on disputes resolution.</p> <p>Pay recommendations will be contained within Performance Management Review Statements and these will be discussed with employees at the review meeting. Where an employee has concerns about the pay recommendation which cannot be resolved at the review meeting, they should include these on the review statement for consideration by those responsible for making pay decisions.</p>
21.2	<p>An employee may make a formal appeal against any decision on pay, which must be submitted in writing within 10 working days of receipt of written notification of that decision.</p> <p>The grounds of appeals are that the decision maker(s):</p> <ul style="list-style-type: none"> • incorrectly applied the provisions of the Teachers’ Pay & Conditions Document / national / local terms and conditions • failed to have proper regard for statutory guidance; • failed to take proper account of relevant evidence and/or took account irrelevant or inaccurate evidence; • were biased; or • otherwise unlawfully discriminated against the employee.
21.3	<p>Appeals will be heard by the Pay Appeals Committee.</p> <p>The Appeals will be heard at a meeting, normally within 20 working days of receipt of the written appeal. The employee will be entitled to attend the appeal meeting, to make representations and to be accompanied by a work colleague or a member of a recognised Trade Union.</p> <p>The procedure for the conduct of the appeal meeting is at Appendix B.</p>

	<p>Any written submissions relevant to the appeal must be circulated to all parties at least 3 working days prior to the meeting.</p> <p>The decision of the appeal committee will be notified in writing and, where the appeal is rejected, this will include a note of the evidence considered and the reasons for the decision. The decision of the Pay Appeals Committee is final and there is no recourse to the staff grievance procedure.</p> <p>The Headteacher/Executive Headteacher shall be entitled to attend, for the purposes of providing information and advice (except in the case of his/her own salary), all proceedings of the Pay Appeals Committee.</p> <p>The role of the Pay Appeal Committee is not to make judgement about the effectiveness of individual staff. It is to satisfy themselves that any recommendation/decision has been made on the basis of evidence and has been made taking proper account of equal opportunities and that correct procedures have been followed.</p>

APPENDIX A: TERMS OF REFERENCE PAY COMMITTEES

Vine Trust Board PAY COMMITTEE

Delegation of Function

The Vine Trust Board shall establish a Pay Committee to set the Pay Policy for Trust Schools and to implement the approved Pay Policy in respect of the Headteacher / Executive Headteacher.

Clerking

The meeting of the Staff Pay Committee should not be clerked by a Director, or a member of the Committee or a direct school employee.

Membership

The Pay Committee shall consist of at least three named members of the Trust Board, none of whom shall be individual school employees or Associate Members.

The CEO may attend all proceedings of the Pay Committee for the purposes of providing information and advice, but must withdraw when / if their own salary is being discussed.

Quorum

Three Directors

Terms of Reference

- To determine the Pay Policy for the trust;
- To advise the Trust Board on current and future pay level;
- To ratify appropriate salary ranges and starting salaries for Headteacher / Executive Headteacher
- To approve annual pay progress for the headteacher / executive headteacher (by 31 December at the latest)
- To determine the application of national inflationary increases as required;
- To monitor and report to the full Trust Board on the annual pattern of performance pay progression at each level and the correlation between pay progression, quality of teaching and outcomes for pupils.

Vine Trust Board
PAY APPEALS COMMITTEE

Delegation of Function

The Vine Trust Board shall establish a Pay Appeals Committee to deal with all appeals against pay decisions.

Clerking

The meeting of the Staff Pay Appeals Committee should be minuted.

Membership

The Pay Appeals Committee shall consist of at least three named members of the Trust Board, none of whom shall be individual school employees or Associate members or members of the Pay Committee.

The CEO may attend all proceedings of the Pay Appeals Committee for the purpose of providing information and advice (except where the appeal is in respect of his/her own salary, where s/he will attend for the purposes of making his/her case).

Quorum

Three Directors

Terms of Reference

- To determine formal appeals against pay determinations in accordance with the Appeals Procedure set out in the Pay Policy.

Local Governing Body PAY COMMITTEE

Delegation of Function

The Local Board/Local Governing Body shall establish a Pay Committee to set the Pay Policy for the school and to implement the approved Pay Policy in respect of the pay for all staff except the headteacher / executive headteacher.

Clerking

The meeting of the Staff Pay Committee should not be clerked by a Governor, or a member of the Committee or the Headteacher/Executive Headteacher.

Membership

The Staff Pay Committee shall consist of at least three named members of the Local Board/Local Governing Body, none of whom shall be employees or Associate Members.

The Headteacher/Executive Headteacher may attend all proceedings of the Pay Committee for the purposes of providing information and advice.

Quorum

Three Local Governors

Terms of Reference

- To determine receive the Pay Policy for the school;
- To advise the Local Governing Body on current and future pay level;
- To ratify appropriate salary ranges and starting salaries for Lead Practitioners, and member of the leadership group (not including the headteacher / executive headteacher);
- To ratify annual pay progress for teachers (by 31 October at the latest) as set out in the Pay Policy, taking account of any recommendations made on the Performance Management review statement, in accordance with the approved pay policy.
- To approve applications to be paid on the Upper Pay Range
- To approve annual pay progress for the teachers on the leadership scale with the exception of the headteacher / executive headteacher (by 31 October at the latest)
- To determine the application of national inflationary increases as required;
- To monitor and report to the full Local Governing Body on the annual pattern of performance pay progression at each level and the correlation between pay progression, quality of teaching and outcomes for pupils.

Local Governing Body PAY APPEALS COMMITTEE

Delegation of Function

The Local Board/Local Governing Body shall establish a Pay Appeals Committee to deal with all appeals against pay decisions.

Clerking

The meeting of the Staff Pay Appeals Committee should be minuted.

Membership

The Pay Appeals Committee shall consist of at least three named members of the Local Board/Local Governing Body, none of whom shall be employees or Associate members or members of the Pay Committee.

The Headteacher/Executive Headteacher may attend all proceedings of the Pay Appeals Committee for the purpose of providing information and advice.

Quorum

Three Local Governors

Terms of Reference

- To determine formal appeals against pay determinations in accordance with the Appeals Procedure set out in the Pay Policy.

APPENDIX B – PAY APPEALS MEETING PROCEDURE

The meeting should be attended by the employee, his/her colleague or representative if required, a representative of the Pay Committee and the Pay Appeals Committee. The Headteacher/Executive Headteacher should attend to provide information and advice (except where s/he is the appellant).

1. Introductions and opening remarks
2. Member of staff and/or representative to present case
 - School representative to ask questions
 - Pay Appeals Committee to ask questions
3. School to respond

This may include calling on the Performance Management Reviewer and/or a member of the Pay Committee/headteacher where they are not presenting the case to add any relevant information / answer question (where applicable)

 - Member of staff and/or representative to ask questions
 - Pay Appeals Committee to ask questions
4. Employee or representative to make closing statement
5. Both parties withdraw to allow Pay Appeals Committee to consider their decision
6. Either both parties invited back to hear decision or the decision will be communicated in writing within 48 hours.

APPENDIX C: PERFORMANCE PAY PROGRESSION - LEADERSHIP

To achieve progression on the Leadership Pay Scale, the School Teachers' Pay and Conditions Document (STPCD) requires individuals to have demonstrated sustained high quality performance. In making judgements against this criterion and in determining whether there should be progression the Local Governing Body (Vine Trust Board for Headteacher/ Executive Headteacher) will consider whether the individual has grown professionally by developing their leadership; and (where relevant), teaching, expertise.

In considering whether there has been professional growth, the Local Board/Local Governing Body will consider whether the following description of a person on the leadership scale has been met:

- Those on the leadership spine play a critical role in the life of the school.
- They inspire those around them and work with others to create a shared strategic vision which motivates pupils and staff.
- They take a lead in enhancing standards of teaching and learning and value enthusiasm and innovation in others
- They have confidence and ability to make management and organisational decisions and ensure equity, access and entitlement to learning.

To achieve progression (and for the above to be satisfied), there will need to have been a successful performance management review.

A successful performance management review involves a process of:-

- a. Performance Management objectives, linked to school improvement priorities, pupils outcomes raising levels of achievement and attainment, leaderships and management skills and competencies, personal development ;
- b. Performance against the teaching standards including observed practice;
- c. Performance against any other relevant Standards (eg the Headteacher Standards)
- d. Other evidence, including of professional development/growth.

Note: The Local Governing Body expects that a teacher's performance objectives will define what needs to be achieved to demonstrate that the individual has grown professionally by developing their leadership and (where relevant) teaching expertise.

APPENDIX D: STAFFING STRUCTURE

ALL Vine Academies to add their Staffing Structure

The Staffing Structure will be kept under regular review and may be amended from time to time, as the Local Board/Local Governing Body considers appropriate, following consultation and as set out in the school's Redundancy and Re-organisation Policy.

Staffing Structure

Insert staffing structure.

This must include all posts, including salary ranges where appropriate and for TLRs the value and nature of significant responsibility.

Salary distribution for teachers

Governors may find it helpful to record the percentage of teachers paid in each of the Pay Ranges each year for monitoring purposes.

APPENDIX E: PAY STRCUTURE

LEADERSHIP GROUP PAY RANGE

Group Sizes				Discretionary Pay Range Points England and Wales (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
			1	39,374	46,814	42,498	40,458
			2	40,360	47,804	43,486	41,447
			3	41,368	48,816	44,490	42,454
			4	42,398	49,844	45,525	43,489
			5	43,454	50,906	46,582	44,546
1			6	44,544	51,991	47,667	45,663
			7	45,743	53,194	48,870	46,835
	2		8	46,799	54,247	49,924	47,884
			9	47,967	55,411	51,090	49,055
			10	49,199	56,644	52,325	50,286
		3	11	50,476	57,918	53,597	51,561
			12	51,639	59,087	54,766	52,730
			13	52,930	60,376	56,059	54,021
			4	14	54,250	61,695	55,338
			15	55,600	63,041	58,720	56,684
			16	57,077	64,525	60,202	58,167
			17	58,389	65,837	61,515	59,485
			18a*	59,264	66,638	62,361	60,341
5			18b*	59,857	67,305	62,985	60,945
			19	61,341	68,789	64,469	62,429
			20	62,863	70,310	65,988	63,955
			21a	63,799	71,153	66,876	64,864
	6		21b	64,417	71,865	67,545	65,513
			22	66,017	73,465	69,139	67,108
			23	67,652	75,094	70,774	68,738
			24a	68,643	76,017	71,736	69,725
		7	24b	69,330	76,778	72,454	70,423
			25	71,053	78,497	74,177	72,140
			26	72,810	80,254	75,934	73,903
			27a	73,876	81,244	76,968	74,952
			27b	74,615	82,057	77,738	75,702
			8	28	76,466	83,910	77,551
			29	78,359	85,807	81,481	79,450
			30	80,310	87,755	83,432	81,393
			31a	81,478	88,853	84,576	82,560
			31b	82,293	89,742	85,422	83,386
			32	84,339	91,783	87,461	85,431
			33	86,435	93,881	89,562	87,527
			34	88,571	96,018	91,697	89,663
			35a	89,874	97,247	92,967	90,955
			35b	90,773	98,220	93,897	91,865
			36	93,020	100,464	96,141	94,109
			37	95,333	102,783	98,459	96,422
			38	97,692	105,135	100,817	98,781
			39a	99,081	106,451	102,173	100,156
			39b	100,072	107,516	103,195	101,158
			40	102,570	110,020	105,697	103,663
			41	105,132	112,584	108,259	106,222
			42	107,766	115,211	110,887	108,858
			43a	109,366	116,738	112,460	110,448

* The letter 'a' is the value where the point is at the top of a Group Size Pay Range
The letter 'b' is the value where the point is within a Group Size Pay Range

MAIN PAY RANGE

	Discretionary Range Points E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Minimum:	22,917	28,660	26,662	24,018
Performance Progression Stage 1	24,728	30,155	28,315	25,828
Performance Progression Stage 2	26,716	31,726	30,067	27,815
Performance Progression Stage 3	28,772	33,379	31,929	29,878
Performance Progression Stage 4	31,039	35,947	34,637	32,139
Maximum a	33,492	38,624	37,275	34,592
Maximum b	33,824	39,006	37,645	34,934

UPPER PAY RANGE

	Discretionary Range Points E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Minimum:	35,927	43,616	39,519	37,017
Performance Progression Stage 1	36,593	44,688	40,250	37,682
Performance Progression Stage 2	37,258	45,760	40,981	38,346
Performance Progression Stage 3	37,946	46,529	41,740	39,036
Maximum	38,633	47,298	42,498	39,725

UNQUALIFIED TEACHER PAY RANGE

	Discretionary Range Points E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Minimum:	16,626	20,909	19,749	17,718
Performance Progression Stage 1	18,560	22,842	21,684	19,650
Performance Progression Stage 2	20,492	24,776	23,618	21,584
Performance Progression Stage 3	22,427	26,709	25,555	23,517
Performance Progression Stage 4	24,362	28,641	27,487	25,451
Maximum:	26,295	30,573	29,422	27,384

LEADING PRACTITIONER PAY RANGE

	England and Wales (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Minimum	39,374	46,814	42,498	40,458
Maximum	59,857	67,305	62,985	60,945

ALLOWANCES**TEACHING & LEARNING RESPONSIBILITY (TLR) PAYMENTS**

	Minimum	Maximum
TLR 1	£7,699	£13,027
TLR 2	£2,667	£6,515
TLR 3	£529	£2,630

SPECIAL EDUCATIONAL NEEDS (SEN) ALLOWANCES

	Minimum	Maximum
SEN	£2,106	£4,158

Notes

The STPCD sets out the above limits on head teachers' pay for each of the eight school groups. These apply unless the governing body has exercised its discretion, in accordance with the STPCD, to exceed these limits. Leadership group teachers who were at the maximum of their individual pay ranges last year and whose pay point coincided with the maximum of the relevant school group range may have had their pay frozen last year. Where this is the case, the maximum point of their individual pay range from September 2016, assuming no other adjustments are being made, will be as set out above.

Local Government Pay Scales April 2016-March 2018												
		Apr-16					Apr-17					
	per annum	Annual	37 Hourly	37+ outer fringe	37+ inner fringe	36+ inner fringe	Annual	37 Hourly	37+ outer fringe	37+ inner fringe	36+ inner fringe	
Band 1	6	£14,514	7.52	7.82	7.95	8.18	£15,014	7.78	8.09	8.22	8.45	
	Mid	7	£14,615	7.58	7.88	8.01	8.23	£15,115	7.83	8.14	8.27	8.50
		8	£14,771	7.66	7.96	8.09	8.31	£15,246	7.90	8.21	8.34	8.57
		9	£14,975	7.76	8.06	8.19	8.42	£15,375	7.97	8.27	8.41	8.64
		10	£15,238	7.90	8.20	8.33	8.56	£15,613	8.09	8.40	8.53	8.77
Band 2		11	£15,507	8.04	8.34	8.47	8.70	£15,807	8.19	8.50	8.63	8.87
		12	£15,823	8.20	8.50	8.63	8.87	£16,123	8.36	8.66	8.79	9.04
		13	£16,191	8.39	8.69	8.82	9.07	£16,491	8.55	8.85	8.98	9.23
	Mid	14	£16,481	8.54	8.84	8.97	9.22	£16,781	8.70	9.00	9.13	9.39
		15	£16,772	8.69	8.99	9.13	9.38	£17,072	8.85	9.15	9.28	9.54
		16	£17,169	8.90	9.20	9.33	9.59	£17,419	9.03	9.33	9.46	9.73
Band 3		17	£17,547	9.10	9.40	9.53	9.79	£17,772	9.21	9.52	9.65	9.92
		18	£17,891	9.27	9.57	9.71	9.97	£18,070	9.37	9.67	9.80	10.07
		19	£18,560	9.62	9.92	10.05	10.33	£18,746	9.72	10.02	10.15	10.43
		20	£19,238	9.97	10.27	10.40	10.69	£19,430	10.07	10.37	10.51	10.80
	Mid	21	£19,939	10.34	10.64	10.77	11.07	£20,138	10.44	10.74	10.87	11.18
		22	£20,456	10.60	10.90	11.03	11.34	£20,661	10.71	11.01	11.15	11.45
		23	£21,057	10.91	11.22	11.35	11.66	£21,268	11.02	11.33	11.46	11.78
		24	£21,745	11.27	11.57	11.70	12.03	£21,962	11.38	11.69	11.82	12.15
		25	£22,434	11.63	11.93	12.06	12.40	£22,658	11.74	12.05	12.18	12.52
Band 4		26	£23,166	12.01	12.31	12.44	12.79	£23,398	12.13	12.43	12.56	12.91
		27	£23,935	12.41	12.71	12.84	13.19	£24,174	12.53	12.83	12.97	13.33
		28	£24,717	12.81	13.11	13.24	13.61	£24,964	12.94	13.24	13.38	13.75
		29	£25,694	13.32	13.62	13.75	14.13	£25,951	13.45	13.76	13.89	14.27
	Mid	30	£26,556	13.76	14.07	14.20	14.59	£26,822	13.90	14.21	14.34	14.74
		31	£27,394	14.20	14.50	14.63	15.04	£27,668	14.34	14.65	14.78	15.19
		32	£28,203	14.62	14.92	15.05	15.47	£28,485	14.76	15.07	15.20	15.62
		33	£29,033	15.05	15.35	15.48	15.91	£29,323	15.20	15.50	15.64	16.07
		34	£29,854	15.47	15.78	15.91	16.35	£30,153	15.63	15.93	16.07	16.51
Band 5		35	£30,480	15.80	16.10	16.23	16.68	£30,785	15.96	16.26	16.39	16.85
		36	£31,288	16.22	16.52	16.65	17.11	£31,601	16.38	16.68	16.82	17.28
		37	£32,164	16.67	16.97	17.10	17.58	£32,486	16.84	17.14	17.27	17.75
		38	£33,106	17.16	17.46	17.59	18.08	£33,437	17.33	17.64	17.77	18.26
		39	£34,196	17.72	18.03	18.16	18.66	£34,538	17.90	18.21	18.34	18.85
		40	£35,093	18.19	18.49	18.62	19.14	£35,444	18.37	18.68	18.81	19.33
		41	£36,019	18.67	18.97	19.10	19.63	£36,379	18.86	19.16	19.29	19.83
		42	£36,937	19.15	19.45	19.58	20.12	£37,306	19.34	19.64	19.77	20.32
		43	£37,858	19.62	19.92	20.06	20.61	£38,237	19.82	20.12	20.26	20.82

Band 6	43	£37,858	19.62	19.92	20.06	20.61	£38,237	19.82	20.12	20.26	20.82
	44	£38,789	20.11	20.41	20.54	21.11	£39,177	20.31	20.61	20.74	21.32
	45	£39,660	20.56	20.86	20.99	21.57	£40,057	20.76	21.07	21.20	21.79
	46	£40,619	21.05	21.36	21.49	22.08	£41,025	21.26	21.57	21.70	22.30
	47	£41,551	21.54	21.84	21.97	22.58	£41,967	21.75	22.06	22.19	22.81
	48	£42,474	22.02	22.32	22.45	23.07	£42,899	22.24	22.54	22.67	23.30
	49	£43,387	22.49	22.79	22.92	23.56	£43,821	22.71	23.02	23.15	23.79
	50	£44,291	22.96	23.26	23.39	24.04	£44,734	23.19	23.49	23.62	24.28
	51	£45,572	23.62	23.92	24.05	24.72	£46,028	23.86	24.16	24.29	24.97
	52	£46,845	24.28	24.58	24.71	25.40	£47,313	24.52	24.83	24.96	25.65
	53	£48,093	24.93	25.23	25.36	26.06	£48,574	25.18	25.48	25.61	26.33
	54	£49,376	25.59	25.89	26.03	26.75	£49,870	25.85	26.15	26.29	27.02
SMG1	55	£51,652	26.77	27.07	27.21	27.96	£52,169	27.04	27.35	27.48	28.24
	56	£52,941	27.44	27.74	27.87	28.65	£53,470	27.72	28.02	28.15	28.93
	57	£54,233	28.11	28.41	28.54	29.34	£54,775	28.39	28.70	28.83	29.63
	58	£55,532	28.79	29.09	29.22	30.03	£56,087	29.07	29.38	29.51	30.33
	59	£56,814	29.45	29.75	29.88	30.71	£57,382	29.74	30.05	30.18	31.02
SMG2	60	£58,905	30.53	30.83	30.96	31.83	£59,494	30.84	31.14	31.27	32.14
	61	£60,385	31.30	31.60	31.73	32.61	£60,989	31.61	31.92	32.05	32.94
	62	£61,865	32.07	32.37	32.50	33.40	£62,484	32.39	32.69	32.82	33.74
	63	£63,335	32.83	33.13	33.26	34.19	£63,968	33.16	33.46	33.59	34.53
	64	£64,805	33.59	33.89	34.02	34.97	£65,453	33.93	34.23	34.36	35.32
SMG3		£65,956	34.19	34.49	34.62	35.58	£66,615	34.53	34.83	34.97	35.94
		£67,610	35.05	35.35	35.48	36.46	£68,286	35.40	35.70	35.83	36.83
		£69,257	35.90	36.20	36.33	37.34	£69,949	36.26	36.56	36.69	37.71
		£70,901	36.75	37.05	37.18	38.22	£71,610	37.12	37.42	37.55	38.60
		£72,551	37.61	37.91	38.04	39.10	£73,277	37.98	38.29	38.42	39.49
SMG4		£77,944	40.40	40.70	40.83	41.97	£78,724	40.81	41.11	41.24	42.39
		£79,900	41.42	41.72	41.85	43.01	£80,699	41.83	42.13	42.27	43.44
		£81,841	42.42	42.72	42.85	44.04	£82,660	42.85	43.15	43.28	44.48
		£83,786	43.43	43.73	43.86	45.08	£84,624	43.87	44.17	44.30	45.53
		£85,738	44.44	44.74	44.87	46.12	£86,596	44.89	45.19	45.32	46.58
SMG5		£88,029	45.63	45.93	46.06	47.34	£88,909	46.09	46.39	46.52	47.81
		£90,316	46.82	47.12	47.25	48.56	£91,220	47.28	47.59	47.72	49.05
		£92,597	48.00	48.30	48.43	49.77	£93,523	48.48	48.78	48.91	50.27
		£94,884	49.18	49.48	49.62	50.99	£95,833	49.68	49.98	50.11	51.50
		£97,172	50.37	50.67	50.80	52.21	£98,144	50.87	51.18	51.31	52.73
		£99,459	51.56	51.86	51.99	53.43	£100,454	52.07	52.37	52.51	53.96

Allowances			
		Apr-16	Apr-17
Outer Fringe		£579	£585
Inner Fringe		£832	£840

Lettings	Apr-16	Oct-16	Apr-17
Mon-Fri	£7.20	£7.52	£7.78
Sat	£7.41	£7.73	£7.99
Sun	£7.69	£8.01	£8.27

This document has been adapted by the Vine and issued by:
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Published September 2017