**WARRINGTON BOROUGH COUNCIL WHOLE SCHOOL MODEL PAY POLICY 2018/19**

**PREAMBLE**

1. This pay policy is based on the Department for Education Model Pay Policy.
2. The Model Pay Policy is recommended for use in maintained schools in Warrington and also in schools where the School Teachers Pay and Conditions Document is incorporated into contracts.
3. There may be elements of this model policy which do not suit all schools or all circumstances. You should read it carefully and adjust as necessary to suit the circumstances of the school.
4. This procedure is consistent with the powers granted to governing bodies by the annual School Teachers’ Pay and Conditions Document issued by the Secretary of State for Education under the provisions of the School Teachers’ Pay and Conditions Act 1991. The pay policy should be linked to the school performance management system and will be taken into account by the head teacher when advising the Pay Committee, and by the Pay Committee in making a determination of performance pay.
5. Head teachers and governing bodies should consult staff and unions on their pay policy and review it each year, or when other changes occur to the School Teachers’ Pay and Conditions Document, to ensure that it reflects the latest legal position. The pay policy should comply with the current School Teachers’ Pay and Conditions Document and the accompanying statutory guidance. It should be used in conjunction with them, but, in the event of any inadvertent contradictions, the Document and guidance take precedence.
6. In determining teacher pay levels in accordance with statutory pay and conditions of service under the terms of the Document, relevant bodies should also ensure these are set in accordance with the school’s staffing structure (a copy of which should be appended to this policy).
7. Please note that from this point forward references to ‘The Document’ will refer to the School Teachers Pay and Conditions Document 2016.

**SUPPORT STAFF PAY**

**Support staff are covered by NJC scheme conditions of service. As this is a whole school pay policy the following applies to support staff.**

**Grading of posts**

The governing body determines the number and structure of support staff posts in the school**.**

The governing body has adopted the Warrington Borough Council equality proofed pay and grading structure for monthly paid staff employed under the NJC scheme of Conditions of Service. To ensure consistency of treatment, this will be undertaken by reference to the Borough Council’s job evaluation schemes and total reward package (TRP).

**TOTAL REWARD PACKAGE**

All community schools and many voluntary aided schools have adopted the Council’s total reward package (TRP). The TRP includes a range of benefits that enhances employees’ terms and conditions and builds on our aim to be an employer of choice. The four key areas the TRP covers are:

* an equality proofed pay and grading structure
* voluntary employee benefits (VEB) scheme
* environmental and green travel issues
* health and wellbeing initiatives.

Some aspects of the package are not applicable to schools, as is the case in some services within the Council. More details on the TRP and how it might be applied within a school are available on request from Human Resources. We are constantly reviewing and updating appropriate aspects of the package to improve even further.

**WHOLE SCHOOL PAY POLICY FOR 1 SEPTEMBER 2018 TO   
31 AUGUST 2019**

The governing body of Green Lane School adopted this policy on\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **BASIC PRINCIPLES**

The governing body will act with integrity, confidentiality, objectivity and honesty in the best interests of the school; will be open about decisions made and actions taken, and will be prepared to explain decision and actions to interested persons. Its procedures for determining pay will be consistent with the principles of public life, objectivity, openness and accountability.

The governing body will ensure that its processes are open, transparent and fair. All decisions will be objectively justified. The governing body will comply with the relevant equalities legislation:

* Equality Act 2010
* Employment Relations Act 1999
* Employment Right Act 1996
* The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
* The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002
* The Agency Workers Regulation 2010
* Equal Pay Act 1970
* The Employment Act 2002

Adjustments will be made to take account of special circumstances, e.g. an absence related to maternity or long term sick leave.

Where an individual is off for a protracted period (e.g. on maternity/adoption or sick leave) and hasn’t had the opportunity to fulfil the requirements of pay progression criteria, the governing body will need to adjust their objectives for the remainder of that performance management cycle or judge what the performance would have been had he/she been at work (based on past performance or performance so far in that year).

1. **INTRODUCTION**

This policy sets out the framework for making decisions on teachers’ pay. It has been developed to comply with current legislation and the requirements of the School Teachers’ Pay and Conditions Document (STPCD) and has been consulted on with staff and/or the recognised trade unions.

In adopting this pay policy the aim is to:

*maximise the quality of teaching and learning at the school*

*support the recruitment and retention of a high quality teacher workforce*

*enable the school to recognise and reward teachers appropriately for their contribution to the school*

*help to ensure that decisions on pay are managed in a fair, just and transparent way.*

Pay decisions at this school are ratified by the *governing body*.

Recommendations for pay progression will be made by the Appraiser of each individual, which will be signed off by the head teacher and Chair of Governors then confirmed by the Pay/Personnel Committee of the governing body. The governing body will see all appraisal outcomes

* To achieve the aims of the whole school pay policy in a fair and equal manner;
* To apply the criteria set by the whole school pay policy in determining the pay of each member of staff at the annual review;
* To make decisions on expenditure following recommendations from other committees;
* To determine whether sufficient funds are available for pay increments as recommended by the head teacher;
* In the light of the head teacher Performance Management Group’s recommendations, to determine whether sufficient funds are available for increments;
* To minute clearly the reasons for all decisions and report the fact of these decisions to the next meeting of the full governing body;
* To keep abreast of relevant development and to advise the governing body when the schools pay policy needs to be revised;
* To work with the head teacher in ensuring that the governing body complies with the Appraisal Regulations 2012 (teachers).

**Statement of Intent**

The prime statutory duty of governing bodies in England, as set out in paragraph 21(2) of the Education Act 2002 is to “…conduct the school with a view to promoting high standards of educational achievement at the school.” The pay policy is intended to support that statutory duty.  
  
The governing body of Green Lane School will act with integrity, confidentiality, objectivity and honesty in the best interests of the school; will be open about decisions made and actions taken, and will be prepared to explain decisions and actions to interested persons. Its procedures for determining pay will be consistent with the principles of public life: objectivity, openness and accountability.

In adopting this pay policy the aim is to:

* Maximise the quality of teaching and learning at the school
* Support the recruitment and retention of a high quality teacher workforce
* Enable the school to recognise and reward teachers appropriately for their contribution to the school
* Help to ensure that decisions on pay are managed in a fair, just and transparent way.

Recommendations for pay progression will be made by the Deputy and Headteacher for each individual, which will be signed off by the Headteacher and then confirmed by the Pay Committee of the governing body.

**Recommendations from the STRB for pay for 2018**

The STRB recommended:

**Main Pay Range**

* An uplift of 3.5% to the minima and maxima of the main pay range

As a result of these recommendations, this year the Governing Body have determined that a 3.5% increase should be applied to every point of those teachers on the main pay scales to take account of national average public sector pay increases.

**Upper Pay Range, Leading Practitioner Range, Unqualified Teachers Range**

* An uplift of 2% to the minima and maxima of the range.

As a result of these recommendations, this year the Governing Body have determined that a 2% increase should be applied to every point of those teachers on the upper pay scales to take account of national average public sector pay increases.

**Head, Deputy and Assistant Headteachers Pay (Leadership spine)**

* An uplift of 1.5% to the minima and maxima of each of the Leadership ranges

As a result of these recommendations, this year the Governing Body have determined that a 1.5% increase should be applied to each point of the Leadership and Headteacher pay scales to take account of national average public sector pay increases.

**Allowances**

The STRB proposed that ‘Allowances in the National Framework i.e. Teaching and Learning Responsibility Payments (TLRs) and Special Educational Needs (SEN) allowances’

* An uplift of 2% to the value of all TLR payment and SEN allowance ranges.

As a result of these recommendations, this year the Governing Body have determined that a 2% uplift will be applied to the value of all TLR and SEN allowances from September 2018.

1. **PAY REVIEWS**

The governing body will ensure that each teacher’s salary is reviewed annually, with effect from 1 September and no later than 31 October each year, that the Headteacher’s salary is reviewed with effect from 1 September and no later than 31 December, and that all teachers are given a written statement setting out their salary and any other financial benefits to which they are entitled.

Reviews may take place at other times of the year to reflect any changes in circumstances or job description that lead to a change in the basis for calculating an individual’s pay. A written statement will be given after any review and where applicable will give information about the basis on which it was made.

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

1. **HEAD, DEPUTY AND ASSISTANT HEAD TEACHERS PAY**

The Governing Body will assign its school to a headteacher group when they propose to make a new appointment, or if there has been a significant change in the responsibilities of the head, deputy or assistant head (See section 2, paragraph 5,6 7 and 8 of The Document).

Once the school has been assigned to a headteacher group the Governing Body will assign a pay range for the headteacher within that group size. All leadership pay ranges will be determined by taking into account all of the permanent responsibilities of the role as follows:

*the permanent responsibilities of each role and any challenges that are specific to that role e.g.*

* Permanent responsibilities for more than one school or extended services,
* High number of SEN, English as a 2nd language, free school meals, pupil mobility
* Any other considerable challenges and all other relevant considerations

(see Section 2, paragraphs 9.1 to 9.4 of the Document).

*Governors should read the DfE advice document “Implementing your School’s Approach to Pay” when considering any additional challenges.)*

The Governing body will document their considerations and any benchmarking that has been undertaken in order to conclude their decisions on pay. The Governing Body will seek external advice when taking decisions in relation to the Head teachers pay.

The governing body will ensure that the process of determining the remuneration of the headteacher is fair and transparent. A proper record will be made of the reasoning behind the determination of the pay range and any temporary payments made to the headteacher.

When assigning the pay range for other leadership posts, the Governing Body will have regard to how the role fits within the wider leadership structure of the school.

The pay range of the deputy and assistant head teacher will not overlap the head teacher’s pay range.

**Temporary Payments**

The Governing Body may determine that additional payments be made to a headteacher for clearly temporary responsibilities or duties that are additional to the post subject to Section 2, paragraph 10 of the Document.

The total sum of the temporary payments made to a headteacher in any school year must not exceed 25% of the annual salary which is otherwise payable to the headteacher, and the total sum of salary and other payments made to a headteacher must not exceed 25% above the maximum of the headteacher group)

The temporary responsibilities of the Headteacher’s role that the Governing Body will consider when making a determination of any temporary payments, are:

e.g.

* temporary responsibility for more than one school
* temporary extended services etc.)

**Pay Progression**

The governing body will consider annually whether or not to increase the salary of members of the leadership group who have completed a year of employment since the previous pay determination. The decision whether or not to award pay progression will be related to the individuals performance as assessed through the schools appraisal policy.

A recommendation on pay will be made in writing by the appraising officer as part of the individual’s appraisal report. In making their decision the governing body will have regard to this recommendation.

In this school, judgements of performance for the leadership team will be made against*:*

* appraisal objectives set
* Sustained high quality of performance with regard to leadership, management and pupil progress
* Headteacher standards/teacher standards

Where, following assessment, pay progression is awarded, this will be equivalent toone point on the pay spine.

In the following circumstances, the Governing Body may decide to award two increments for:

* achievement of outstanding from Ofsted,
* exceptional pupil progress.

1. **TEACHERS PAY**

The pay range for main pay range and upper pay range teachers in this school for 2018/19 is £23,720 to £35,008 (main range) to £36,646 to £39,406 (upper range)

The pay structure for this school will be as set out within the career expectations document which is attached.

**Appraisal objectives will become more challenging as the teacher progresses up the main and upper pay ranges.**

1. **BASIC PAY DETERMINATION ON APPOINTMENT - TEACHERS**

The Governing Body will determine the pay range for a vacancy prior to advertising it. On appointment it will determine the starting salary within that range to be offered to the successful candidate.

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

* The nature of the post
* The level of qualifications, skills and experience required
* Market conditions
* The wider school context

There is no assumption that a teacher will be paid at the same rate as they were being paid in a previous school.

1. **PAY PROGRESSION BASED ON PERFORMANCE**

In this school all teachers can expect to receive regular, constructive feedback on their performance and are subject to annual appraisal that recognises their strengths, informs plans for their future development, and helps to enhance their professional practice. The arrangements for teacher appraisal are set out in the school’s appraisal policy.

**Decisions regarding pay progression will be made with reference to the teachers’ appraisal reports and the pay recommendations they contain. In the case of NQTs, whose appraisal arrangements are different, pay decisions will be made by means of the statutory induction process**. It will be possible for a ‘no progression’ determination to be made without recourse to the capability procedure.

To be fair and transparent, assessments of performance will be properly rooted in evidence. In this school we will ensure fairness by quality assuring and moderating the work of teachers.

The evidence we will use will include self-assessment, peer review, tracking pupil progress, lesson observations, work scrutinies and reference to career expectations.

Teachers’ appraisal reports will contain pay recommendations. Final decisions about whether or not to accept a pay recommendation will be made by the governing body, having regard to the appraisal report and taking into account advice from the senior leadership team. The governing body will consider its approach in the light of the school’s budget and ensure that appropriate funding is allocated for pay progression at all levels.

In this school, judgements of performance will be made against relevant teacher standards and teachers will be eligible for pay progression if they sustained, substantial contributions and are highly competent.

1. **MOVEMENT TO THE UPPER PAY RANGE**

**Applications and Evidence**

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

Applications may be made at least once a year, usually in June.

**Process:**

One application may be submitted annually. The closing date for applications is normally the first Friday in Septembereach year; however, exceptions will be made in particular circumstances, e.g. those teachers who are on maternity leave or who are currently on sick leave. The process for applications is:

* Complete the school’s Career Expectation document
* Submit the document, supporting evidence and a letter of application to the head teacher by the cut-off date of first Friday of September*;*
* The Headteacher will be the assessor;
* The Headteacher will assess the application, which will include a recommendation to the pay committee of the relevant body;
* The pay committee will make the final decision, advised by the head teacher;
* Teachers will receive written notification of the outcome of their application bylast Friday in September. Where the application is unsuccessful, the written notification will include the areas where it was felt that the teacher’s performance did not satisfy the relevant criteria set out in this policy (see ‘Assessment’ below).
* If requested, oral feedback which will be provided by the Headteacher. Oral feedback will be given within 10 school working days of the date of notification of the outcome of the application. Feedback will be given in a positive and encouraging environment and will include advice and support on areas for improvement in order to meet the relevant criteria.
* Successful applicants will move to the minimum of the UPR on 1st September of that year.
* Unsuccessful applicants can appeal the decision. The appeals process is set out at the back of this pay policy.

If a teacher is simultaneously employed at another school(s), they may submit separate applications if they wish to apply to be paid on the upper pay range in that school or schools. This school will not be bound by any pay decision made by another school.

All applications should include the results of reviews or appraisals under the 2011 or 2012 regulations, including any recommendation on pay (or, where that information is not applicable or available, a statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria). Applications should contain evidence from the appraisal review and any feedback given over the previous year.

Where an individual is off for a protracted period (e.g. on maternity/adoption or sick leave) and hasn’t had the opportunity to fulfil the requirements of pay progression criteria, the governing body will need to adjust their objectives for the remainder of that performance management cycle or judge what the performance would have been had he/she been at work (based on past performance or performance so far in that year).

**The Assessment**

An application from a qualified teacher will be successful where the governing body is satisfied that:

1. The teacher is highly competent in all elements of the relevant standards; and
2. The teacher’s achievements and contribution to the school are substantial and sustained.

For the purpose of this pay policy:

* ‘highly competent’ means

(e.g. performance which is not only good but also good enough to provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice and how to make a wider contribution to the work of the school, in order to help them meet the relevant standards and develop their teaching practice)

* ‘substantial’ means

(e.g. of real importance, validity or value to the school; play a critical role in the life of the school; provide a role model for teaching and learning; make a distinctive contribution to the raising of pupil standards; take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils’ learning); and

* sustained’ means

(e.g. maintained continuously over a long period e.g. two school years)The application will be assessed against the above three criteria

**Processes and procedures**

The pay committee will determine that one point be awarded to a teacher on the upper pay spine whose achievements and contribution to the school, throughout the relevant period have been substantial and sustained.

In reaching its decision, the pay committee shall have regard to the results of the teacher’s two most recent appraisal reports, including any pay recommendation, when exercising its discretion in accordance with the provisions of paragraph 19.5.1 of the Document 2012. They will have been expected to have shown that their teaching expertise has grown over the relevant period and is consistently outstanding.

The pay committee will determine whether there should be any movement on the Upper Pay Range. In making such a determination, it will take into account:

* the evidence base, which should show that the teacher has had a successful appraisal and has made good progress towards objectives;
* evidence that the teacher has maintained the criteria set out in paragraph 17.2, namely that the teacher is highly competent in all elements of the relevant standards; and that the teacher’s achievements and contribution to the school are substantial and sustained. The meaning of these criteria is set out in the section of this policy entitled, “Applications to be paid on the Upper Pay Range”.

Pay progression on the Upper Pay Range will be clearly attributable to the performance of the individual teacher. The pay committee will be able to objectively justify its decisions. Where it is clear that the evidence shows the teacher has made good progress, i.e. they continue to maintain the criteria set out above (see ‘Applications to be Paid on the Upper Pay Range’), and have made good progress towards their objectives, and also met the skill level descriptor for Band 3 in addition to the above.

Where it is clear from the evidence that the teacher’s performance is exceptional, in relation to the criteria set out above (see ‘Applications to be Paid on the Upper Pay Range’), and where the teacher has met or exceeded their objectives, the pay committee will use its flexibility to decide on enhanced progression from the minimum to the maximum of UPR. Teaching should be ‘outstanding’ as defined by Ofsted. Further information, including sources of evidence is contained within the school’s appraisal policy.

The pay committee will be advised by the head teacher in making all such decisions.

The assessment will be made by the end of the academic year and after the Headteacher has consulted with reviewers.

If successful, applicants will move to the upper pay range from 1st September each year. The head teacher/Governing Body/Pay Committee) will decide where on the upper pay range a successful teacher is placed, and, if teachers can start further up the range,

If unsuccessful, feedback will be provided by the Headteacher

Any appeal against a decision not to move the teacher to the upper pay range will be heard in accordance with section 17 below.

1. **LEADING PRACTITIONER POSTS**

The governing body have decided not to pay Leading Practitioner posts within the school during this academic year. However this will be reviewed on an annual basis and will take account of paragraph 56 of the Document when determining the role of leading practitioner in this school. Additional duties will be set out in the job description of the leading practitioner and will include:

* a leadership role in developing, implementing and evaluating policies and practices in the school that contribute to school improvement;
* the improvement of teaching schools within the wider school community which impact significantly on pupil progress;
* improving the effectiveness of staff and colleagues, particularly in relation to specific areas such as the quality of teaching; coaching and mentoring.

1. **PART-TIME TEACHERS**

Teachers employed on an ongoing basis at the school who work less than a full working week are deemed to be part-time. The Governing body will give them a written statement detailing their working time obligations and the standard mechanism used to determine their pay, subject to the provisions of the statutory pay and working time arrangements and by comparison with the school’s timetabled teaching week for a full-time teacher in an equivalent post.

1. **SHORT NOTICE/SUPPLY TEACHERS**

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

1. **DISCRETIONARY ALLOWANCES AND PAYMENTS**

* **Teaching and Learning Responsibility Payments (TLRs)**

TLRs are awarded to the holders of the posts indicated in the attached staffing structure.

A TLR3 may be awarded for clearly time-limited school improvement projects, or one-off externally driven responsibilities. The governing body will set out in writing to the teacher the duration of the fixed term and the amount of the award to be paid. A TLR3 award can be between £523 and £2603 per annum and will be paid in monthly instalments. Safeguarding does not apply to a TLR3.

Any TLR will be paid in accordance with Section 2, paragraph 20 and Section 3, paragraphs 47 to 54 of the Document. All job descriptions will be regularly reviewed and will make clear, the responsibility or package of responsibilities for which a TLR is awarded.

TLRs awarded to part-time teachers will be paid pro-rata at the same proportion as the teacher’s part-time contract.

1. **Special educational needs (SEN) allowances**

SEN allowance of no less than £2,149 will be paid to all teachers apart from those on the leadership scale..

1. **OTHER PAYMENTS**

* **Continuing professional development**

Teachers (including the head teacher) who undertake voluntary continuing professional development outside the school day may be entitled to an additional payment if Governors so wish.

* **Teacher’s Allowance relating to the provision of services by the head teacher**

The relevant body has discretion to make payments to any teacher who, as a result of the provision of services by the headteacher’s, undertakes additional responsibilities and activities. Payments in this circumstance are not automatic.

* **Recruitment and retention incentives and benefits**

The governing body may pay recruitment awards to attract teaching staff in very speciaslist areas, e.g. discrete ASD classes

* **Honoraria**

The governing body will not pay any honoraria to any member of the teaching staff for carrying out their professional duties as a teacher.

There is no provision within the School Teachers’ Pay and Conditions Document for the payment of bonuses or honoraria in any circumstances.

1. **PAY INCREASES ARISING FROM CHANGES TO THE DOCUMENT**

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

1. **APPEALS**

The arrangements for considering appeals are as follows:

A teacher may seek a review of any determination in relation to his/her pay or any other decision taken by the governing body (or a committee or individual acting with delegated authority) that affects his/her pay.

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

That the person or committee by whom the decision was made:

1. Incorrectly applied any provision of the Document;
2. Failed to have proper regard for statutory guidance;
3. Failed to take proper account of relevant evidence;
4. Took account of irrelevant or inaccurate evidence;
5. Was biased; or
6. Otherwise unlawfully discriminated against the teacher.

**The order of proceedings is as follows:**

The teacher receives written confirmation of the pay determination and where applicable the basis on which the decision was made.

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

i. a teacher who is dissatisfied with a pay recommendation has the opportunity to discuss the recommendation with the appraiser or headteacher before the recommendation is actioned and confirmation of the pay decision is made by the school.

**Stage two – a formal representation to the person or governors’ committee making the pay determination;**

ii If, having had an informal discussion with the person making the pay recommendation, the teacher believes that an incorrect recommendation has been made, he/she may make representation to the person (or governors’ committee) making the decision. To begin the process the teacher should submit a formal written statement to the person (or governors’ committee) making the determination, setting down in writing the grounds for not agreeing with the pay recommendation;

iii. The teacher is given the opportunity to make representations, including presenting evidence, calling witnesses and the opportunity to ask questions, at a formal meeting with the person (or governors’ committee) who will make the pay determination. Following this meeting the person (or governors’ committee) will make a pay determination that will be communicated to the teacher in writing.

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

iv. Should the teacher not agree with the pay determination, the teacher may appeal the decision and have an appeal hearing before an appeals panel of governors;

v. In the hearing before governors, both the teacher and the management representative will have the opportunity to present their evidence and call witnesses, and to question each other. The panel is permitted to ask exploratory questions – Annex A sets out how an appeal hearing might be run;

vi Having heard the appeal, the panel must reach a decision, which it must relay to the teacher in writing, including their rationale for reaching the decision. The appeal panel’s decision is final and, as set out in Section 3, paragraph 6 of the STPCD, there is no recourse to the grievance procedure.

Appeals against pay decisions must meet the requirements of the ACAS Code of Practice

It is recommended that the panel which hears pay appeals should comprise three governors who were not involved in previous discussions regarding the teacher’s pay determination. Governors on appeals panels should be familiar with the school’s pay and appraisal policies.

For any formal meeting or appeal the teacher is entitled to be accompanied by a colleague or union representative (both at stage 2 and stage 3). Each step and action of this process must be taken without unreasonable delay. The timing and location of the formal meeting must be reasonable. The formal meeting must allow both parties to explain their cases.

1. **MONITORING THE IMPACT OF THE POLICY**

The governing body will monitor the outcomes and impact of this policy on a regular basis including trends in progression across specific groups of teachers to assess its effect and the school’s continued compliance with equalities legislation.

**APPENDIX A**

**TEACHERS PAY SPINES AND ALLOWANCES FROM   
1 SEPTEMBER 2016**

**Main pay range for classroom teachers**

minimum £22,467 to £33,160 maximum

1. 22,467
2. 24,243
3. 26,192
4. 28,207
5. 30,430
6. 32,835

6(b) 33,160

**Upper pay spine for post-threshold classroom teachers**

Minimum £35,571 to £38,250 maximum

1. 35,571
2. 36,889
3. 38,250

**Pay range for Unqualified Teachers**

Minimum £16,298 to £26,034 maximum

1. 16,298
2. 18,376
3. 20,289
4. 22,204
5. 24,120
6. 26,034

**TLR Range**

TLR2 minimum £2640 to £6450 maximum

TLR2b £4,530

TLR2 maximum £6450

TLR1 minimum £7622 to £12898 maximum

TLR 3 minimum £523 to £2603 maximum

**Special Needs Allowances**

minimum £2,180 to £4,116 maximum

**Pay Range for Leadership Group:**

Minimum £38,984 to maximum £108,283

1. 38,984 14 53,712 24b 68,643 35a 88,984
2. 39,960 15 55,049 25 70,349 35b 89,874
3. 40,958 16 56,511 26 72,089 36 92,099
4. 41,978 17 57,810 27a 73,144 37 94,389
5. 43,023 18a\* 58,677 27b 73,876 38 96,724
6. 44,102 18b 59,264 28 75,708 39a 98,100
7. 45,290 19 60,733 29 77,583 39b 99,081
8. 46,335 20 62,240 30 79,514 40 101,554
9. 47,492 21a 63,147 31a 80,671 41 104,091
10. 48,711 21b 63,779 31b 81,478 42 106,699
11. 49,976 22 65,363 32 83,503 43 108,283
12. 51,127 23 66,982 33 85,579
13. 52,405 24a 67,963 34 87,694

\* The letter (a) indicates no uplift (i.e. where this is the top of the Headteacher group range); (b) indicates a 1% uplift.

**Pay Range for Headteachers**

Group 1 £44,102 to £58,677

Group 2 £46,335 to £63,147

Group 3 £49,976 to £67,963

Group 4 £53,712 to £73,144

Group 5 £59,264 to £80,671

Group 6 £63,779 to £88,984

Group 7 £68,643 to £98,100

Group 8 £75,708 to £108,283