



Staff Pay Policy



Signed – Chair of Governor

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Print Name

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1. Introduction

This policy sets out the framework for how decisions on pay are made in this school. As a maintained setting the applicable terms are contained within the School Teachers' Pay and Conditions Document (STPCD) for Teachers and the National Joint Council for local government services National Agreement on Pay and Conditions of Service', commonly known as the 'Green Book' for non-teaching posts. There is also a collective agreement in place for non-teaching staff signed in 2012 and amended in 2017 which introduced Performance Related Increments for non-teaching staff.

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 workforce
- recognise and reward staff for their contribution to school improvement
- ensure that pay and performance appraisal arrangements enable the current and future delivery of the curriculum and school improvement plans
- ensure that pay decisions are made in a fair and transparent way
- ensure that available financial resources are allocated appropriately and sustainably.

Pay decisions at this school are made by the Governing Board where the value of a post is set in the structure (school leadership ranges, TLR and SEN allowances).

Decisions on progression within an established range or in the case of teachers, progression to the Upper Pay Range where appropriate, are made by the pay committee of the Governing Board taking note of the recommendations of the Senior Leadership Team (SLT).

2. Basic pay determination on appointment

On appointment, school leaders will determine the starting salary within the prescribed range, set in the structure by the Governing Board, to be offered to the successful candidate. In the case of non-teaching staff the pay value of roles is determined by virtue of the Hay job evaluation scheme.

In making such determinations, a number of factors will be taken into account which may include:

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

Pay will be set in line with any specific restrictions set out in the relevant terms and conditions and this policy.

There is no assumption that any employee will be paid at the same rate as they were being paid by a different employer.

3. Leadership pay group

The Governing Board has assigned individual pay ranges for each leadership group post which have been calculated in accordance with the STPCD and are set out in Appendix 1 of this policy.

These will be reviewed on determining the pay range for a vacancy prior to it being advertised taking account the needs of the school and skills and experience of a new appointment.

These ranges will only change:

1. Where the accountability and responsibility of the post significantly increase since it was last reviewed.
2. In order to reflect a change in value of a post following a recruitment exercise which warrants a review of the leadership group ranges in order to maintain a suitable pay differential.

The pay range for the Headteacher will be kept within the range attributed to the school group size in the STPCD. Any other leadership group post will not overlap with the pay range of the Headteacher.

4. Pay reviews

4.1. Non-teaching staff

Non-teaching staff will have the reviews undertaken annually in accordance with the academic year (September to August). Notification of the outcome will be given by no later than 31 December each year. Any increment applicable will be backdated to 1 June each year.

Once the top of a range has been reached there is no further scope for incremental progression.

Cost of living awards are applied for those on non-teaching terms and conditions, and are not connected to performance, such awards are applied in accordance with national pay negotiations (once concluded) and backdated accordingly.

4.2. Teaching staff

The Governing Board will ensure that each Teacher's salary is reviewed annually and any changes in pay will take effect from 1 September each year. Reviews will be undertaken in the autumn term and will usually be completed by 31 December each year, Headteacher reviews may be later than this date.

Reviews may take place at other times of the year to reflect any significant change in circumstance or job description that leads to a change in the basis for calculating an individual's pay

5. Pay progression based on performance

Staff can expect to receive regular, constructive feedback on their performance and be subject to annual appraisal that recognises their strengths, informs plans for their future development, and helps to enhance their professional practice. The arrangements for appraisal are set out in the appraisal policy.

Decisions regarding pay progression for staff will be made with reference to their appraisal reports and the pay recommendations that they contain. It will be possible for a 'no progression' determination to be made without recourse to the capability procedure.

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To be fair and transparent, assessments of performance will be properly rooted in evidence.

5.1. Non-teaching staff

Employee performance is recognised on an annual basis through Performance Related Increments (PRI). Payments (pay increments and/or one off non-consolidated payments) are awarded based on the overall rating from each employee's annual review.

The ratings available are Not Met, Partially Met, Fully Achieved and Exceed.

Employees who receive an overall 'Fully Achieved' or 'Exceed' rating in their annual review as part of PMDS will be awarded an increment (for Exceed an additional one off non-consolidated payment is awarded) in June each year (subject to reaching the maximum SCP of the employees grade). Employees who do not successfully meet their objectives will not be eligible for a PRI.

Pay progression is limited to the top of the H or M grade save for cost of living awards and non-consolidated bonus payments where an 'exceed' rating has been confirmed.

Exceed ratings attract a non-consolidated bonus payment to the value of 1% of their grade where they are able to increment or 2% when at the top of their grade.

Cost of living awards will be applied as soon as reasonably practicable, in accordance with national pay settlements, usually but not always in April, and only once settled unless earlier amendments are required to comply with changes to legislation such the National Minimum Wage and National Living Wage.

5.2. Teachers

Pay decisions will always be clearly attributable to the performance of the individual, there should be no expectation of automatic pay progression for any reason other than to ensure pay is within the applicable range set out in the STPCD.

The Governing Board will ensure fairness by annually sampling anonymised appraisal reports to moderate the process to ensure reviews and associated pay recommendations are consistent.

The Governing Board will seek to minimise the impact on workload for individual teachers, line managers and Headteacher throughout the process.

Decisions on performance pay progression will be based on an assessment of the overall performance of the individual.

A teacher will be eligible for annual performance pay progression where they:

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 overall during the assessment period
3. Upper Pay Range teachers will be expected to demonstrate increasing levels of outstanding teaching overall
4. Lead Practitioners will be expected to demonstrate outstanding teaching overall
5. have been assessed as meeting the requirements of their job description/job role;
6. meet their individual performance appraisal objectives (consideration will be given where factors beyond the teacher's control have impacted on their ability to meet objectives);
7. have demonstrated a personal responsibility for identifying and meeting their CPD need;
8. are performing in line with the skill level/behaviour descriptors/career grade expectations.

The evidence which will be considered in assessing performance may include:

- quality of teaching against the Teaching Standards, including formally observed practice

- professional dialogue
- received feedback
- performance appraisal statements
- pupil progress data
- CPD records
- self-assessment

In the case of Upper Pay Range teachers and Lead Practitioners: evidence of their contribution beyond their own classroom and their impact on the wider school.

Teachers' appraisal reports will contain pay recommendations. Final decisions about whether or not to accept a pay recommendation will be made by the Governing Board, having regard to the appraisal report and taking into account advice from the senior leadership team.

There are no automatic annual incremental pay rises.

Judgements of performance will be made against objectives set, meeting relevant professional standards, performance considerations set out in this policy and for teacher's relevant career level expectations linked to pay value within ranges.

For those on the Upper and Main Pay Ranges, pay progression in this school will follow incremental progression up the Advisory Pay Points contained with the STPCD, where all criteria are met.

Those on the Leadership Pay Range, Unqualified Teacher Pay Range and Leading Practitioner Pay Ranges will follow incremental progression up reference points determined by the Governing Board where all criteria are met. These reference points should be considered unique to this school. Whilst the Governing Board may on occasion have reference points which mirror those published by other organisations there is no requirement to do so and annual reviews will consider the circumstances of this school including but not limited to affordability.

Progression is usually limited to one reference point per annum, biennially in the case of the Upper Pay Range. The pay points and values used in this school by the Governing Board are set out in Appendix 1.

Accelerated Progression

A teacher may, as part of their annual appraisal meeting, request to be considered for accelerated pay progression either within the pay band or to the next pay band at the end of that review cycle. This will be subject to review of performance against the school's skills level descriptors and may require additional or more challenging objectives to be set for the appraisal period as set out in the school's appraisal policy.

6. Movement to the Upper Pay Range

6.1. Applications and evidence

Any qualified teacher, having previously demonstrated competency to progress to Band 2 of the schools' pay range as an accomplished teacher, may apply to be paid on the upper pay range. Any such application must be assessed in line with this policy. It is the responsibility of the teacher to decide whether they wish to apply to be paid on the upper pay range.

Applications may be made once per year and must:

- be made on the appropriate application and submitted to the Headteacher, outlining a summary of performance, which can be evidenced if required, that demonstrates the required standards
- be submitted no later than the end of the summer term (July) in each year for consideration to move to the Upper Pay Range in the subsequent Autumn term (consideration will be given to accepting late applications where exceptional circumstances exist). The Governing Board encourage an early indication be given at the objective setting stage so that teachers may be supported to look at progress toward the standards during the appraisal cycle prior to the application being reviewed.

If a teacher is simultaneously employed at another school, they may submit separate applications to each. This school will not be bound by any pay decision made by another school.

Where evidence is reduced due to maternity or disability related absence(s) the Governing Board will consider the evidence available and base a determination on what would have been the outcome following appraisal assuming that performance continued.

6.2. The assessment

An application will be successful, if the Headteacher and the Pay Committee are satisfied that:

- the teacher is highly competent in all elements of the teaching standards
- the teacher's achievements and contribution to the school are substantial and sustained
- the teacher has fulfilled the schools' skills level descriptors/career grade expectations for Band 3.

In this school, this means that the teacher has consistently:

- 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 appraisal objectives over a sustained period;

and in addition that:

- teaching has been rated as good overall, with some outstanding, over a sustained period
- the teacher has demonstrated over a sustained period an ability to support 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;
 - 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

Sustained means maintained continuously over a period of at least two school years.

6.3. Processes and procedures

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 due to maternity, adoption, shared parental leave or ill health.

The Headteacher or another assigned member of the senior leadership team (SLT) will assess all applications to be paid on the Upper Pay Range and their recommendation will be considered by the Pay Committee.

The Headteacher or another assigned member of the SLT will use the evidence contained in the teachers' performance appraisal review paperwork to make their assessment.

A teacher may, if they wish, provide additional evidence to support their application, but is not obliged to do so.

The Headteacher or assigned member of the SLT will discuss their recommendation with the teacher and the Pay Committee will confirm the decision by 31 December.

Where the application is approved, the teacher will progress to the minimum of the Upper Pay Range backdated to the 1 September (this will in effect be the beginning of the new appraisal year following the submission in the previous appraisal year).

Where the application is not successful, the Headteacher or an assigned member of the SLT will provide feedback which may be used to inform the ongoing performance appraisal process to help develop their skills to work toward a future successful application.

7. Teaching and Learning Responsibility (TLR) payments

TLR payments will be awarded to the holders of the relevant posts included in the approved staffing structure. TLR1 and TLR2 payments will be paid pro-rata to part-time staff, but a TLR3 allowance awarded will be paid in full.

TLR payments will be awarded to a teacher on the main range or upper pay range where a teacher is required to undertake a sustained additional responsibility within the schools' staffing structure for ensuring the continued delivery of high quality teaching and learning for which they are accountable.

i.e. where a post:

- is focused on teaching and learning
- requires the exercise of a teacher's professional skills and judgment
- requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum
- has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils
- involves line management, leading, developing and enhancing the teaching practice of others
- must be a significant responsibility that is not required of all classroom teachers.

In order to qualify for a TLR1 payment, the post holder's role must include line management responsibility for a significant number of people.

A TLR payment will not be awarded in respect of teaching duties in Special Educational Needs or pastoral care.

TLRs will not generally be awarded in a primary setting for subject coordination, as all teachers, where not otherwise restricted from doing such work, will have the same responsibility and are not therefore eligible for a TLR.

The Governing Board will award TLR payments within the range prescribed in the School Teachers' Pay and Conditions Document. In this school the Governing Board has determined the value of TLR posts as set out in Appendix 1.

In accordance with the STPCD a teacher is not entitled to be awarded more than one TLR of any value, with the exception of a TLR3.

The Governing Board may award a fixed-term TLR3 to a classroom teacher for clearly time-limited school improvements, or one-off externally driven responsibilities. The annual value of a TLR3 will fall within the range set by the STPCD applicable at the time. The duration of the fixed term will be established at the outset.

TLR1 and TLR2 payments may not be temporarily be added to the structure so will only be applied on a temporary basis to those acting up in the absence of a colleague. There will be no salary safeguarding of any fixed term/temporary TLR payments.

8. Special Educational Needs (SEN) allowances

The Governing Board will award SEN allowances in accordance with the criteria and provisions set out in the current STPCD.

The value of SEN allowances to be paid at this school are set out in Appendix 1.

9. Unqualified teacher allowance

The Governing Board may determine that an allowance be paid to a unqualified teacher where, in the context of the staffing structure, the teacher has 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.

10. Recruitment and retention allowance

The Governing Board may, on the advice of the Headteacher, consider the award of a recruitment and retention payment to a teacher where there is clearly demonstrated evidence that such a payment is:

- required to attract suitable candidates for a post which it has been or it is considered difficult to fill
- required to retain the skills and expertise of a teacher, particularly in a specialist area or where it is considered that the subsequent vacancy would be difficult to fill.

The value of any recruitment or retention payment will be determined according to the circumstances of each case but will take into account salary levels within the structure. Allowances of this nature in this school typically fall within the range £500 - £3,000.

The duration of the payment will be determined according to the circumstances of the payment. Such payments will be reviewed annually at which time the allowance may be withdrawn. Such allowance may never be seen as permanent and does not require advance notice be given when withdrawn.

Recruitment and retention payments are not payable to any employee on the leadership pay range.

11. Provision of service to another school(s)

The Governing Board may authorise the Headteacher to provide services relating to the raising of standards in another school. Where such an agreement is authorised, the Governing Board will determine, what, if any, proportion will be paid to the Headteacher and/or other staff, of additional income received by the school as part of the agreement. Any such payments will be made in accordance with the terms of the STPCD and will be temporary with no entitlement to safeguarding on cessation.

12. Honoraria payments

The Governing Board will not pay any honoraria to any member of the teaching staff for carrying out their professional duties as a teacher, recognising that there is no provision within the STPCD for the payment of bonuses or honoraria.

Such awards may, in exceptional circumstances, be made to non-teaching staff. Honoraria payments can be used when an individual is undertaking work that is part but not all of a higher graded position for a period of four weeks or more.

Honoraria payments may also be used to reward additional or onerous tasks or a specific piece of project work at the same grade or lower, for a specific period over four weeks or more. The Governing Board will take into account the difference in monthly salary of the post holder and the level of work they are undertaking.

Where the full duties of a higher grade are undertaken this will be treated as acting up.

13. Part-time teachers

Teachers employed on an ongoing basis at the school but who work less than a full working week are deemed to be part-time. The Governing Board 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, using the pro-rata principle as per the STPCD.

14. 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.

The Agency Workers Regulations Provide for an agency Teacher who has worked in the same school for more than twelve weeks to have the right to be paid in accordance with the normal terms and conditions applied by the school for the post undertaken. This will normally be limited to payment

within the main pay range as agency teachers will not usually be expected to meet the requirements of an upper pay range teacher.

15. Pay increases arising from changes to the STPCD

The increase to the national framework as set out in the STPCD will only apply to the minima and maxima of individual pay ranges and allowances.

Teachers on the minima of the pay range, who are not due to receive performance-related progression, will have their salary uplifted by the relevant percentage to ensure compliance with the framework set out in the STPCD.

Teachers will not automatically have their pay increased in accordance with uplifts to the STPCD; any individual increase will be on the basis of performance and in line with the criteria for pay progression set out in this policy.

16. Salary safeguarding/protection

The Governing Board will operate salary safeguarding arrangements in line with the provisions of the STPCD applicable at the time of safeguarding being applied.

Changes in pay for those covered by Local Government Terms and Conditions are covered by a Collective Agreement with Unison. This provides protection of one H or M grade above the grade of the new post for the period of two years. The protected grade is frozen and not subject to cost of living awards however the substantive grade would continue to have awards applied.

17. Appeals

Pay recommendations will be contained within Performance Appraisal 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.

An employee may make a formal appeal against a decision on pay, which must be submitted in writing within seven calendar days of receipt of written notification of that decision setting out the grounds for their appeal in full.

The grounds of appeals will likely be based on one or more of the following; the decision maker(s):

- incorrectly applied the provisions of the Teachers' Pay & Conditions Document / national / local terms and conditions
- incorrectly applied the provisions of the school's pay policy
- 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
- otherwise unlawfully discriminated against the employee.

Appeals will be heard by the Pay Appeals Committee.

The Appeals will be heard at a meeting, normally within twenty 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 Professional Association or Trade Union.

Any written submissions relevant to the appeal must be circulated to all parties at least three working days prior to the meeting.

The decision of the appeal committee will be notified in writing. The decision of the Governing Board's Pay Appeals Committee is final and there is no recourse to the staff grievance procedure.

The 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.

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.

18. Monitoring the impact of this policy

The Governing Board will monitor the outcomes and impact of this policy on an annual basis, including trends in progression across specific groups of teachers to assess its effect and the school's continued compliance with equalities legislation.

**Batchwood Pay Policy - Appendix 1
TEACHING SALARY RANGES AND
VALUES**

taken from HFL
doc: dms211

MAIN PAY RANGE		3% lift	2.75% lift	various %
(FRINGE AREA)		2018	2019	2,020
	Ref Point			
Minimum	M1	24,859.00	25,542.62	26,948
	M2	26,731.00	27,466.10	28,828
	M3	28,788.00	29,579.67	30,883
	M4	30,924.00	31,774.41	32,999
	M5	33,263.00	34,177.73	35,307
	M6a	35,802.00	36,786.56	38,174
Maximum	M6b	36,157.00	37,151.32	n/a

UPPER PAY RANGE		3% lift	2.75% lift	2.75% lift
(FRINGE AREA)		2018	2019	2020
	Ref Point			
Minimum	U1	37,758.00	38,796.35	39,864
	U2	39,113.00	40,188.61	41,295
Maximum	U3	40,519.00	41,633.27	42,780

UNQUALIFIED TEACHER PAY RANGE		2018	2019	2020
(FRINGE AREA)				
	Ref Point			
Minimum	1	18,339.00	18,843.32	19,363
	2	20,337.00	20,896.27	21,473
	3	22,339.00	22,953.32	23,587
	4	24,340.00	25,009.35	25,699
	5	26,342.00	27,066.41	27,812
Maximum	6	28,343.08	29,122.51	29,924

TLR REFERENCE POINTS		2018	2019	2020
Range	TLR			
between	3	540 to 2,683	555 to 2,757	571 to 2,833
Minimum	2a	2,723.00	2,797.88	2,873
	2b	4,682.00	4,810.76	4,940
Maximum	2c	6,648.00	6,830.82	7,017
Minimum	1a	7,856.00	8,072.04	8,291
	1b	9,667.00	9,932.84	n/a

	1c	11,478.00	11,793.65	n/a
Maximum	1d	13,290.00	13,655.48	14,030

SEN REFERENCE POINTS	Range	SEN	2018	2019	2020
	LOWER	1	2,148.00	2,207.07	2,270.00
	UPPER	2	4,240.00	4,356.60	4,479.00

LEADING PRACTITIONER PAY RANGE (FRINGE AREA)	2% lift	2.75% lift	3% lift
	2018	2019	2020
	41,268.00	42,402.87	43,570
	42,275.00	43,437.56	44,633
	43,302.00	44,492.81	45,717
	44,358.00	45,577.85	46,832
	45,436.00	46,685.49	47,970
	46,545.00	47,824.99	49,141
	47,771.00	49,084.70	50,436
	48,841.00	50,184.13	51,565
	50,036.00	51,411.99	52,827
	51,292.00	52,702.53	54,153
	52,592.00	54,038.28	55,526
	53,784.00	55,263.06	56,784
	55,101.00	56,616.28	58,175
	56,445.00	57,997.24	59,594
	57,817.00	59,406.97	61,042
	59,330.00	60,961.58	62,640
	60,675.00	62,343.56	64,060
	62,164.00	63,873.51	65,631

LEADERSHIP GROUP PAY RANGE (FRINGE AREA)	Ref Point	1.5% lift	2.75% lift	2.75% lift
		2018	2019	2,020
	1	41,065.00	42,194.29	43,356
	2	42,068.00	43,224.87	44,415
	3	43,090.00	44,274.98	45,495
	4	44,141.00	45,354.88	46,604
	5	45,213.00	46,456.36	47,737
	6	46,317.00	47,590.72	48,901
	7	47,537.00	48,844.27	50,190
	8	48,601.00	49,937.53	51,314

key	
	headteacher range
	deputy headteacher range
	Assistant Headteacher
	Assistant Headteacher in training

9	49,791.00	51,160.25	52,568
10	51,040.00	52,443.60	53,888
11	52,334.00	53,773.19	55,254
12	53,520.00	54,991.80	56,506
13	54,831.00	56,338.85	57,890
14	56,168.00	57,712.62	59,302
15	57,533.00	59,115.16	60,744
16	59,039.00	60,662.57	62,333
17	60,377.00	62,037.37	63,746
18	61,859.00	63,560.12	65,310
19	63,364.00	65,106.51	66,900
20	64,914.00	66,699.14	68,536
21	66,495.00	68,323.61	70,204
22	68,114.00	69,987.14	71,914
23	69,769.00	71,687.65	73,661
24	71,479.00	73,444.67	75,466
25	73,221.00	75,234.58	77,307
26	75,011.00	77,073.80	79,195
27	76,837.00	78,950.02	81,124
28	78,714.00	80,878.64	83,105
29	80,641.00	82,858.63	85,139
30	82,614.00	84,885.89	87,221
31	84,636.00	86,963.49	89,357
32	86,712.00	89,096.58	91,549
33	88,839.00	91,282.07	93,795
34	91,008.00	93,510.72	96,083
35	93,243.00	95,807.18	98,443
36	95,520.00	98,146.80	100,848
37	97,868.00	100,559.37	103,327
38	100,262.00	103,019.21	105,855
39	102,675.00	105,498.56	108,402
40	105,217.00	108,110.47	111,086
41	107,815.00	110,779.91	113,828
42	110,491.00	113,529.50	116,653
43	112,104.00	115,186.86	118,356

Note: Leadership ranges may only be reviewed if there is a significant increase in accountability or responsibility (eg school expansion not previously accounted for in setting the range). Retention is not a valid reason to review the range

Note: for all teaching payscales we have remained with the recommended pay points and increments
ie we have not created our own payscales

Appendix 2 – Professional skills level descriptors										
Professional Area	Relevant Standards	Band 1: Teacher			Band 2: Accomplished Teacher			Band 3: Expert Teacher* *Formal application required		
		England: £25,714 – £29,664 Fringe: £26,948 – £30,883			England: £31,778 – £36,961 Fringe: £32,999 – £38,174			England: £38,690 – £41,604 Fringe: £39,864 – £42,780		
Professional Practice	1.1(1);1.2(2,3,5) 1.3(1,3); 1.4(1,2,3); 1.5 all; 1.6 (1); 1.7(1,2,3); 1.8 (3); 2.1 (2,4); Preamble	Many, but not all, aspects of teaching over time are good			All aspects of teaching over time are good			Many aspects of teaching over time are outstanding		
Professional Outcomes	1.1(2) 1.2(1,2,3) 1.5(1) 1.6 (3,4) Preamble	With appropriate additional support, most pupils progress in line with school expectations			Most pupils progress in line with school expectations without additional support			Significant numbers of pupils exceed school expectations		
Professional Relationships	1.1(1) 1.6(4) 1.7(4) 1.8(2,3,5) 2.1(1,3,4) Preamble	Positive working relationships established with pupils, colleagues and parents			These working relationships result in good progress by all groups of pupils and productive sharing of professional practice with others.			Working relationships with colleagues are characterised by an enthusiastic commitment to helping them overcome professional challenges		
Professional Development	1.2(4,5) 1.3(1,2,4,5) 1.4(5) 1.5(2,3,4) 1.6(1) 1.8(4) 2.1(2) 2.3 Preamble	Develops professional practice in line with advice from more experienced colleagues			Takes a proactive role in identifying areas for professional development, accessing advice and adapting practice			Proactively leads the professional development of others in a way which leads to improved outcomes for pupils		
Professional Conduct	1.1(3); 1.7(1); 1.8(1); 2.1(all); 2.2; 2.3; Preamble	Meets the standards for professional conduct set out in the Teachers’ Standards			Meets the standards for professional conduct set out in the Teachers’ Standards			Meets the standards for professional conduct set out in the Teachers’ Standards		

Batchwood Pay Policy - Appendix 3
SUPPORT STAFF PAYSCALES

01-Apr-18			01-Apr-19			01-Apr-20 (increase 2.75%)		
Grade	POINT	£ Per Annum	Grade	POINT	£ Per Annum	Grade	POINT	£ Per Annum
HB	6	£16,394	HB	1	£17,364	HB	1	£17,842
HA	6	£16,394	HA	1	£17,364	HA	1	£17,842
	7	£16,495		2	£17,711		2	£18,198
	8	£16,626						
	9	£16,755						
H1	9	£16,755	H1	2	£17,711	H1	2	£18,198
	10	£16,863		3	£18,065		3	£18,562
	11	£17,007						
	12	£17,173						
H2	11	£17,007	H2	3	£18,065	H2	3	£18,562
	12	£17,173		4	£18,426		4	£18,933
	13	£17,391						
	14	£17,681						
H3	14	£17,681	H3	5	£18,795	H3	5	£19,312
	15	£17,972		6	£19,171		6	£19,698
	16	£18,319						
	17	£18,672						
H4	17	£18,672	H4	6	£19,171	H4	6	£19,698
	18	£18,870		7	£19,554		7	£20,092
	19	£19,446						
	20	£19,819						
H5	20	£19,819	H5	9	£20,344	H5	9	£20,903
				10 (New)	£20,751		10 (New)	£21,322
	21	£20,541		11	£21,166		11	£21,784
	22	£21,074						
				13 (New)	£22,021		13 (New)	£22,627
23	£21,693	14	£22,462	14	£23,080			
H6	23	£21,693	H6	14	£22,462	H6	14	£23,080
	24	£22,401		15	£22,911		15	£23,541
	25	£23,111						
				16 (New)	£23,369		16 (New)	£24,012
		17	£23,836	17	£24,491			
		18 (New)	£24,313	18 (New)	£24,982			

	26	£23,866		19	£24,799		19	£25,481
H7	26	£23,866	H7	19	£24,799	H7	19	£25,481
	27	£24,657		20	£25,295		20	£25,991
				21 (New)	£25,801		21 (New)	£26,511
	28	£25,463		22	£26,317		22	£27,041
	29	£26,470		23	£26,999		23	£27,741
H8	29	£26,470		23	£26,999		23	£27,741
	30	£27,358		24	£27,905		24	£28,672
	31	£28,221		25	£28,785		25	£29,577
	32	£29,055		26	£29,636		26	£30,451
*POINT33 (Career Grade Only)	33	£29,909	*POINT27 (Career Grade Only)	27	£30,507	*POINT27 (Career Grade Only)	27	£31,346
H9	34	£30,756	H9	28	£31,371	H9	28	£32,234
	35	£31,401		29	£32,029		29	£32,910
	36	£32,233		30	£32,878		30	£33,782
	37	£33,136		31	£33,799		31	£34,728
M1	38	£34,106	M1	32	£34,788	M1	32	£35,745
	39	£35,229		33	£35,934		33	£36,922
	40	£36,153		34	£36,876		34	£37,890
	41	£37,107		35	£37,849		35	£38,890
	42	£38,052		36	£38,813		36	£39,880
M2	43	£39,002	M2	37	£39,782	M2	37	£40,876
	44	£39,961		38	£40,760		38	£41,881
	45	£40,858		39	£41,675		39	£42,821
	46	£41,846		40	£42,683		40	£43,857
M3	46	£41,846	M3	40	£42,683	M3	40	£43,857
	47	£42,806		41	£43,662		41	£44,863
	48	£43,757		42	£44,632		42	£45,859
	49	£44,697		43	£45,591		43	£46,845
M4	49	£44,697	M4	43	£45,591	M4	43	£46,845
	50	£45,653		44	£46,566		44	£47,847
	51	£46,610		45	£47,543		45	£48,850
	52	£47,579		46	£48,531		46	£49,866
M5	52	£47,579	M5	46	£48,531	M5	46	£49,866
	53	£48,572		47	£49,544		47	£50,906
	54	£49,575		48	£50,567		48	£51,958
	55	£50,610		49	£51,622		49	£53,042

GDPR stipulates that Staff Pay & Performance is personal/ sensitive data. Our school provides Data Subjects (individuals to whom "personal data" relate) with a right to data held about themselves, including those obtained by means of this report. Requests for Data Subject Access should be made to our data protection officer Katie Harris (gdprkharris@gmail.com)or the Head Teacher Mr Kemp (head@batchwood.herts.sch.uk)