

# Schools HR Policy & Procedure Handbook



## Policy for Determining Teachers Pay

**This Policy has been consulted and negotiated with the recognised Trade Unions set out below representing Teachers and Headteachers:**

- Association of School and College Leaders
- National Association of Headteachers
- National Association of Schoolmasters Union of Women Teachers
- National Education Union

This policy has been adopted by the governing body of Trinity CofE Primary School

on

1<sup>st</sup> September 2025

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# CONTENTS

<b>1. Introduction</b>	<b>Page 4</b>
<b>2. Aims</b>	<b>Page 4</b>
<b>3. Equalities Legislation</b>	<b>Page 5</b>
<b>4. Equalities Considerations</b>	<b>Page 5</b>
<b>5. School Structure &amp; Statement of Relativities</b>	<b>Page 5</b>
<b>6. Financial Considerations and the School Development Plan</b>	<b>Page 6</b>
<b>7. Governors Committee Arrangements</b>	<b>Page 6</b>
<b>8. Annual Determination of Pay</b>	<b>Page 7</b>
<b>9. Notification of Pay Determination</b>	<b>Page 8</b>
<b>10. Pay Reviews</b>	<b>Page 8</b>
<b>11. Basic Pay Determination on Appointment</b>	<b>Page 8</b>
<b>12. Pay Progression</b>	<b>Page 9</b>
<b>13. Movement to the Upper Pay Range</b>	<b>Page 11</b>
<b>14. Leading Practitioner Teacher Posts</b>	<b>Page 13</b>
<b>15. Unqualified Teachers Pay</b>	<b>Page 14</b>
<b>16. Part time Teachers</b>	<b>Page 14</b>
<b>17. Short Notice/Supply/Unattached Teachers</b>	<b>Page 15</b>
<b>18. TLR payments</b>	<b>Page 15</b>
<b>19. Special Educational Needs Allowances</b>	<b>Page 15</b>
<b>20. Residential Duties</b>	<b>Page 16</b>
<b>21. Additional Payments</b>	<b>Page 16</b>
<b>22. Safeguarding</b>	<b>Page 16</b>

<b>23. Recruitment and Retention Incentive Benefits</b>	<b>Page 17</b>
<b>24. Salary Sacrifice Arrangements</b>	<b>Page 17</b>
<b>25. Pay increases arising from changes to the STPCD</b>	<b>Page 17</b>
<b>26. Review &amp; Monitoring the impact of the policy</b>	<b>Page 17</b>

**Appendix 1 – Teacher Pay Range**

**Appendix 2 - Salaries Committee Terms of Reference**

**Appendix 3 – Appeals Procedure**

**Appendix 4 – Appeal Meeting Procedure**

**Appendix 5 – Model Salary Statement**

**Appendix 6 – TLR responsibility payments definition**

**Appendix 7 – Template Letters**

# Policy for Determining Teachers Pay

## 1. INTRODUCTION

This policy sets out the school's policy for making decisions on teachers' pay. It has been developed to comply with current employment legislation and the statutory requirements of the School Teachers' Pay and Conditions Document (STPCD) and has been consulted and negotiated with staff and the recognised trade unions.

The policy covers the pay of teachers and through it the governing body will seek to ensure that all staff employed at the school are valued and receive due recognition for their work and contribution to school life.

Where the governing body has decided to vary the Shropshire model policy then this will have followed a process of consultation with staff and Union representatives.

All pay ranges and values are outlined in **Appendix 1**.

## 2. AIMS

In adopting this pay policy the aims of the governing body in exercising its responsibility over decisions through this policy are:

- to maintain and improve the quality of the education provided for pupils
- to maximise the quality of teaching and learning at the school
- to support the recruitment, retention and development of a high quality, motivated teacher workforce
- to enable the school to recognise and reward teachers appropriately for their contribution
- to help to ensure that decisions on pay are managed in a fair, just and transparent way
- to reflect decisions relating to the curricular and organisational priorities set out in the school development/improvement plan (including post Ofsted plans)
- to support the equal opportunities statement adopted by the governing body

Pay decisions at this school are made by the ***name of school committee equivalent to Salaries Committee***. The Headteacher will recommend pay decisions to the committee in accordance with this policy and the appraisal policy.

This policy reflects that the governing body must act in accordance with the statutory and contractual obligations placed upon it by the School Staffing (England) Regulations 2009 and all other appropriate legislation and agreements.

This policy will seek to establish an open and transparent framework through which pay decisions over which the governing body is able to exercise discretion are made.

### **3. EQUALITIES LEGISLATION**

The governing body will comply with relevant equalities legislation:

- Employment Relations Act 1999
- Equality Act 2010
- Employment Rights 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 Regulations 2010
- Flexible Working Regulations 2024

The governing body will promote equality in all aspects of school life, particularly as regards all decisions on advertising of posts, appointing, promoting and paying staff, training and staff development.

### **4. EQUALITIES CONSIDERATIONS**

The governing body will ensure that its processes are open, transparent and fair. All decisions will be objectively justified. Case-by-case basis adjustments will be made to take account of individual/special circumstances, e.g. teachers absent, on maternity, long-term sick leave, disability, maternity, paternity, shared parental leave or adoption leave.

The governing body will follow the Department for Education advice regarding Equalities considerations as part of the appraisal and pay determination process. <https://www.gov.uk/government/publications/reviewing-and-revising-school-teachers-pay>

### **5. SCHOOL STRUCTURE AND STATEMENT OF RELATIVITIES**

The governing body is responsible for determining the school's staffing structure which will be reviewed annually in the light of the school's budget, pupil number on roll and any curriculum or other organisational requirements.

The governing body maintains a staffing structure which is clear and transparent and which enables the school to focus on teaching and learning. This should be reflected by:

- a structure chart/plan indicating the number and type of posts (teaching and support) by title and level of responsibility (e.g. leadership group by pay points range, teaching posts by TLR payment level, support staff posts by grade)
- clearly defined roles reflected in an agreed job description/person specification for each post

Through this pay policy the governing body will ensure that there is proper pay relativity between posts in the school in order that appropriate differentials are maintained in a coherent and rational structure. Appropriate differentials will recognise accountability and job weight, and the governing body's need to recruit, retain and motivate sufficient employees of the required quality at all levels.

This responsibility of the governing body may be delegated to a committee of governors.

## 6. FINANCIAL CONSIDERATIONS AND THE SCHOOL DEVELOPMENT PLAN

Pay decisions impact on the school's financial resources and have implications for budget planning. In determining its budget plan, the governing body will ensure that account has been taken of the anticipated cost of all pay increases under this policy and that appropriate funding is allocated each year.

The governing body will ensure that the school's staffing structure reflects its curricular and organisational strategy as set out in the School Development Plan and that decisions on pay arise from consideration of the current and future needs and priorities of the school, are consistent with job descriptions, give proper weight to the work required in the school and are taken within a clear financial context. The school will also be mindful of workload and work/life balance within its staffing structure.

The financial consequences of any proposals to increase pay of posts within the school's staffing structure will be carefully considered by the governing body (or committee with delegated responsibility). Consideration of costs will take full account of on-costs for employer national insurance and pension contributions.

## 7. GOVERNORS COMMITTEE ARRANGEMENTS

A decision on the pay of teachers, as reflected within the school's staffing structure, will be the responsibility of the governing body or a committee with delegated responsibility for the setting of the school's staffing establishment and school budget. Decisions relating to the annual pay progression of individual members of staff within teachers' pay range(s) will be the responsibility of a "Salaries Committee" of the governing body delegated with this task. Decisions will be made in accordance with the provisions of this policy. There is opportunity for members of staff to appeal against pay decisions to a separate committee of governors whose members were not party to the original decision.

Where the STPCD requires a pay decision to take into consideration the outcome of the teacher's appraisal, a recommendation on pay progression will be received from the headteacher and taken into consideration.

Under this policy the headteacher has delegated authority to determine the starting salary of a newly appointed teacher in accordance with the provisions of this policy. The headteacher may consult with the "Salaries Committee" as they consider necessary.

The *Salaries Committee* will consist of at least three appointed governors, none of whom shall be employed at the school (or be related to or have any personal connection with any member of staff working at the school for total transparency of any decisions taken) and will reach decisions within a salaries budget set by the governing body and having regard to this policy. The full responsibilities and remit of the *Salaries Committee* are set out in its adopted terms of reference. **(See Appendix 2)**

The committee will require clear evidence and documentation to be presented to it on a confidential basis, concerning the position of teachers, the financial position of the school and the implications of any proposals for pay progression. Decisions will be minuted in clear and objective terms and communicated clearly to affected teachers.

The Headteacher is entitled to attend meetings of the committee to offer advice (except when Headteachers salary is being discussed).

Any teacher who wishes to appeal against a decision of the *Salaries Committee* may do so in accordance with the **Appeals Procedure in Appendix 3**. Teachers have the right to raise formal appeals against pay determinations if they believe that the Headteacher or Committee making a pay decision:

- incorrectly applied this pay policy
- incorrectly applied provisions of the STPCD
- failed to have proper regard to any statutory guidance
- failed to take proper account of relevant evidence
- took account of irrelevant or inaccurate evidence
- was biased
- unlawfully discriminated against the teacher.

## **8. ANNUAL DETERMINATION OF PAY**

The governing body will make a decision annually regarding any increase to pay and allowance ranges under this pay policy. Any agreed increase to teaching pay and allowance ranges will take effect from 1 September.

The governing body will endeavour to complete teachers' annual pay reviews by 31 October. They will, however, complete the process without undue delay.

The School will adopt the advisory pay ranges and points as set out in the 2025 STPCD and Appendix 1 within this pay policy.

## **9. NOTIFICATION OF PAY DETERMINATION**

Decisions will be communicated to each member of staff by the Headteacher in writing in accordance with the relevant paragraph of the STPCD and will set out the reasons why decisions have been taken. An instruction to amend pay from the relevant date will be issued immediately after the time limit for the lodging of an appeal has passed, or immediately after an appeal has been concluded.

## **10. PAY REVIEWS**

The governing body will ensure that each teacher's pay is reviewed annually between 1 September and 31 October as part of the school's appraisal process. All teachers will be provided with a written statement setting out their pay 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. The governing body will comply with the relevant provisions of the STPCD.

## **11. BASIC PAY DETERMINATION ON APPOINTMENT**

The governing body will determine the pay for a vacancy prior to advertising it in accordance with the pay range(s) set in this policy. On appointment it will determine the starting salary within that range to be offered to the successful candidate.

*Optional - The governing body is committed to the principle of 'pay portability' and will set a teacher's pay on appointment to the closest point on the pay range within this pay policy as they are paid at their most recent school. (Unions would expect this to be included.)*

In making such determinations, the governing body may take into account a range of factors, including (but not limited to):

- the specific requirements of the post
- the specialist knowledge required for the post
- the experience required to undertake the specific duties of the post
- the needs of the schools staffing structure
- the wider school context

These decisions can be delegated to the Headteacher.

## **12. PAY PROGRESSION**

In this school all teachers can expect to receive regular, constructive feedback on their performance and development and are subject to an 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.

Following successful completion of the annual appraisal process, teaching staff can expect to progress annually within the maximum of their pay range on 1st September each year. Where there are significant concerns about the performance of a teacher and they have been subject to proceedings under the Professional Support & Capability policy, pay progression may be withheld. Where sufficient progress has been made at either the informal or formal stage and the employee's performance is deemed to be satisfactory prior to 1 September, pay progression will be awarded. However, where progress is not deemed to be satisfactory, and this is documented, pay progression may be withheld.

Recommendations regarding pay progression will be made by the Headteacher with reference to the teachers' appraisal reports and the pay recommendations they contain. Decisions will then be made by the appropriate committee of the governing body.

Teachers eligible for pay progression will normally move to the next available point on their pay range. If a greater salary increase is recommended a clear rationale and justification as to such a decision must be put forward and then considered and the outcome recorded by the appropriate committee.

If the Headteacher makes a recommendation for no pay progression this will be because there are significant concerns about the performance of the teacher and they are (or will imminently be) subject to proceedings under the Schools Professional Support & Capability procedure.

The governing body is committed to ensuring consistency of treatment and fairness in the operation of this policy. The governing body and Headteacher will monitor the operation and effectiveness of this policy.

In the case of ECTs, pay decisions will be made by means of the statutory induction process. ECTs performance will be assessed through the school's appraisal policy with appropriate objectives set which would lead to pay progression (e.g. successful completion of 1st year of Induction and completion of the 2nd year). In all but the most exceptional cases an ECT will receive pay progression from the 1 September following the successful completion of the first year of induction.

Where a teacher is about to go on maternity leave or is returning from a period of maternity, a practical and flexible approach will be taken. An appraisal will take place if appropriate and possible even if earlier/later than usual within the appraisal period. When a teacher returns to work from maternity leave, the school will award any pay increase they would have received, had they not been on maternity leave. The school will not refuse a pay increase that the teacher would have received, following appraisal, had they not been on maternity leave.

Where a teacher is returning from a period of, sickness absence, shared parental leave or adoption leave, a practical and flexible approach will be taken. An appraisal will take place if appropriate and possible even if earlier/later than usual within the appraisal period. When a teacher returns to work following sickness absence, shared parental leave or adoption leave, the school must not refuse a pay increase that the teacher would have received, following appraisal, had they not been absent for that reason.

If the absence was related to a disability, when a teacher returns to work following a disability related absence, the school must not refuse a pay increase that the teacher would have received, following appraisal, had they not been absent for a reason related to disability if the reason for the refusal is the teacher's disability or the refusal cannot be objectively justified.

### **13. 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 between 1 September and 31 October of the year the teacher applies to move to the Upper Pay range. Applications must be made in writing to the Headteacher and should ensure they meet the assessment criteria for the Upper Pay range as detailed below. It will be at the Headteacher's discretion to allow applications after this date to be considered in that year.

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.

Applications should contain evidence from a maximum of the two most recent appraisal cycles and preferably appraisal records from the two most recent preceding years, 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 teacher has met the assessment criteria). Where this is not possible teachers should ensure they state the period they are using within their application e.g. those returning from maternity or sickness absence.

In order for the assessment to be robust and transparent, it will be an evidence-based process only. Teachers therefore should ensure that they collect and provide appropriate documentation/ evidence base to support their application. This will be proportionate and should not increase the workload of the teacher, documentation/evidence required will be agreed in advance during the preceding appraisal periods and therefore be readily available from day to day practice and appraisal records.

Those teachers who have been absent, through sickness, disability, maternity, paternity, parental or adoption leave can cite written evidence from an extended period before the date of application in support of their application.

## The Assessment

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

- the teacher is **highly competent** in all elements of the relevant standards (teachers' standards and;
- the teacher's achievements and contribution to the school are **substantial and sustained**.

For the purposes of this pay policy:

- 'highly competent' means the teacher's performance is assessed as having excellent depth and breadth of knowledge, skill and understanding of the Teachers' Standards in the particular role they are fulfilling and the context in which they are working. It also means a teacher demonstrates practice 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 the teacher's achievements and contribution to the school are significant, not just in raising standards of teaching and learning in their own classroom, or with their own groups of children, but also in making a significant wider contribution to school improvement, which impacts on pupil progress and the effectiveness of staff and colleagues. In addition teachers should play a critical role in the life of the school and provide a role model to other teachers for teaching and learning and take advantage of

appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning;

- 'sustained' means the teacher must have had two consecutive successful appraisal reports in this school, meeting all standards required under this policy during this period (see exceptions, e.g. maternity/sick etc leave, in the introduction to this section).

## **Processes and procedures**

The assessment will be made by the end of the autumn term in which the application was submitted. The Headteacher will consider all the evidence submitted and make an appropriate recommendation to the governor's *Salaries Committee* about whether the criteria have been met or not. The decision will be ratified by the *Salaries Committee*.

If successful, teachers will be notified in writing by the Headteacher and will move to the Upper Pay range from the 1 September of the year in which the application was made. Teachers will be placed on the minimum of the Upper Pay range. It should only be in the most exceptional of circumstances that a teacher commences on an accelerated Upper Pay range salary. A clear rationale and justification as to such a decision must be considered and recorded by the Salaries Committee.

If unsuccessful, feedback will be provided by the Headteacher verbally as soon as possible and in writing within 10 working days of the decision of the Salaries Committee. The Headteacher will confirm both in person and in writing why the teacher did not meet the above criteria.

Any appeal against a decision not to move the teacher to the Upper Pay range will be heard in accordance with the school's appeals arrangements detailed in Appendix 3.

## **Progression through the Upper Pay Range**

Once a qualified teacher has met the requirements of the assessment to move to the Upper Pay Range, they are expected to sustain the assessment standards set out above.

If they do and following successful completion of the annual appraisal process, UPR teaching staff can expect to progress annually within the maximum of their pay range on 1st September each year. Where there are significant concerns about the performance of a UPR teacher and they have been subject to proceedings under the Professional Support & Capability policy, pay progression may be withheld. Where sufficient progress has been made at either the informal or formal stage and the employee's performance is deemed to be satisfactory prior to 1 September, pay progression will be awarded. However, where progress is not deemed to be satisfactory, and this is documented, pay progression may be withheld.

Once a teacher progresses to UPR3 they are expected to continually sustain the standards referred to in the above assessment.

Headteachers should refer to the school's appraisal policy for support where progression is not possible because of concerns related to performance. If concerns are more serious, the Headteacher will decide whether or not to utilise the schools Professional Support &

Capability policy. This Policy does not allow for a teacher to be moved from the UPR back to the MPR in any circumstances.

#### **14. LEADING PRACTITIONER TEACHER POSTS**

Leading Practitioner teacher posts will be paid on the Leading Practitioner Pay Range as outlined in this policy. Such posts will be established for teachers whose primary purpose is the modelling and leading improvement of teaching skills, where those duties fall outside the criteria for the TLR payment structure.

Leading Practitioner teachers will be an exemplar of teaching skills and will lead the improvement of teaching skills in this school. They will also take a leadership role in developing, implementing and evaluating policies and practices which contribute to school improvement. Such a role may involve undertaking the role in other schools or with teachers from other schools.

In determining the pay scale for such posts, reference to the weight of the challenge, demands and responsibilities of the post, pay equality and fair pay relativities between posts of differing levels of responsibility has been taken into account.

New Leading Practitioner teachers will be appointed on the minimum of the pay range.

#### **15. UNQUALIFIED TEACHERS PAY**

An unqualified teacher will be paid on the pay range for unqualified teachers and must be paid such salary within the minimum and maximum of the unqualified pay range set out in this pay policy. The governing body may pay an additional allowance to unqualified teachers when the governing body considers that the teacher has:

- taken on a sustained additional responsibility which:
  - is focused 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 being undertaken.

Unqualified teachers may not hold TLR's or SEN allowances.

#### **16. 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 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.

The governing body will apply the provisions of the STPCD in relation to part-time teachers' pay and working time, in accordance with the relevant paragraphs of the STPCD.

The Headteacher and governing body will ensure that all part-time employees are treated no less favourably than a full-time comparator in line with the Equality Act 2010.

## **17.SHORT NOTICE/SUPPLY/UNATTACHED TEACHERS**

Such teachers will be eligible for pay progression and a re-determination of the pay point they are engaged on following a successful appraisal review and in accordance with the principles of this pay policy.

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. Teachers who work less than a full day will be hourly paid and will also have their salary calculated as an annual amount which will then be divided by 195 then divided again by 6.5 to arrive at the hourly rate. Such teachers will be paid in accordance with the relevant paragraph of the STPCD. The governing body has delegated the authority to the Headteacher to make appropriate pay decisions when using supply teachers. Supply teachers should be offered a salary in accordance with the pay ranges in this policy, and in line with section 11 of this policy.

## **18.TEACHING & LEARNING RESPONSIBILITY PAYMENTS (Appendix 6 - TLR definition)**

The *Salaries Committee* may award a TLR to a classroom teacher in accordance with the relevant paragraphs of the STPCD. TLR 1 or 2 will be for clearly defined and sustained additional responsibility in the context of the school's staffing structure for the purpose of ensuring the continued delivery of high-quality teaching and learning. All job descriptions will be regularly reviewed and will make clear, if applicable, the responsibility or package of responsibilities for which a TLR is awarded, taking into account the criterion and factors set out in the relevant paragraphs of the STPCD.

From 1 September 2025, the governing body may determine the value of any existing or new pay TLRs 1 and TLR2 payment based on the proportion of the TLR responsibility the teacher is undertaking. Where a part-time teacher is undertaking a TLR1 or TLR 2, relevant bodies are no longer mandated to utilise the pro-rata principle (as defined in paragraph 40.1 of STPCD) when determining the value of the TLR1 or TLR 2 payment. Governing Bodies must however act fairly and appropriately when determining the value of a TLR1 or TLR2 payment.

From 1st September 2026, it will become a requirement that relevant bodies determine the value of a payment of any existing or new TLRs 1 and TLR 2 based on the proportion of the TLR responsibility the teacher is undertaking.

The *Salaries Committee* may award a TLR3 for clearly time-limited school improvement projects, or one-off externally driven responsibilities as set out in the relevant paragraph of the STPCD. The governing body will set out in writing to the teacher the duration of the fixed term, and the amount of the award will be paid in monthly instalments. No safeguarding will apply in relation to an award of a TLR3.

The TLR values of this school are outlined in Appendix 1.

Any allowance value paid to a teacher between the minima and maxima will relate to the level of responsibility attached to the post. The governing body will ensure it complies with Equal

Pay legislation when setting any allowance value. Once an allowance value is set it will only be changed if changed by statute or if the school's staffing structure is reviewed and determines that the responsibilities of the post have changed materially.

## **19.SPECIAL EDUCATIONAL NEEDS ALLOWANCE**

The *Salaries Committee* will award a SEN spot value allowance (between the minimum and maximum values as set out in **Appendix 1**), where the staffing structure identifies such a post, to any classroom teacher who meets the criteria as set out in the relevant paragraph of the STPCD.

When deciding on the amount of the allowance to be paid, the governing body will take into account the structure of the school's SEN provision, whether any mandatory qualifications are required for the post, the qualifications or expertise of the teacher relevant to the post, and the relative demands of the post (see relevant paragraph of the STPCD). The governing body will also establish differential values in relation to SEN roles in the school in order to reflect significant differences in the nature and challenge of the work entailed so that the different payment levels can be objectively justified. The governing body will take account of the relevant paragraphs of the STPCD.

## **20.RESIDENTIAL DUTIES**

The *Salaries Committee* will take account of agreements reached in the National Joint Council for Teachers in Residential Establishments in determining payments for residential duties.

## **21.ADDITIONAL PAYMENTS**

In accordance with the relevant paragraph of the STPCD, the governing body may make payments as they see fit to a teacher (other than the Headteacher) in respect of:

- continuing professional development undertaken outside the school day
- activities relating to the provision of initial teacher training as part of the ordinary conduct of the school
- participation in out-of-school hours learning activity agreed between the teacher and the head teacher or, in the case of the head teacher, between the head teacher and the governing body
- additional responsibilities and activities due to, or in respect of, the provisions of services by the head teacher relating to the raising of educational standards to one or more additional schools.

The *Salaries Committee* will make additional payments to teachers in accordance with the provisions of the relevant paragraph of the STPCD where advised by the Headteacher.

Governors will not make any 'honorarium' payments to teachers as these are not part of the STPCD.

## **22.SAFEGUARDING**

Where a pay determination leads or may lead to the start of a period of safeguarding, the governing body will comply with the relevant provisions of the STPCD and will give the required notifications as soon as possible and no later than one month after the determination.

### **23.RECRUITMENT AND RETENTION INCENTIVE BENEFITS**

The governing body can award lump sum payments, periodic payments, or provide other financial assistance, support or benefits for a recruitment or retention incentive (see relevant paragraph of the STPCD).

The Salaries Committee will consider exercising its powers under the relevant paragraph of the STPCD where they consider it is appropriate to do so in order to recruit or retain relevant staff. It will make clear at the outset, in writing, the expected duration of any such incentive or benefit, and the review date after which they may be withdrawn.

The governing body will, nevertheless, conduct an annual formal review of all such awards and determine an appropriate value annually, from 1 September.

### **24.SALARY SACRIFICE ARRANGEMENTS**

Where the employer operates a salary sacrifice arrangement, a teacher may participate in any arrangement and gross salary shall be reduced accordingly, in accordance with the provisions of the relevant paragraph of the STPCD.

### **25.PAY INCREASES ARISING FROM CHANGES TO THE STPCD**

All teachers are paid in accordance with the statutory minimum and maximum pay provisions of the STPCD.

### **26.REVIEW & MONITORING THE IMPACT OF THE POLICY**

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

For this purpose the Headteacher will provide for the governing body a written annual report for consideration at its autumn term meeting.

The report will not contain any information which would enable any individual to be identified.

The governing body is committed to ensuring that pay decisions are fair and non-discriminatory and the following monitoring data should be included in the head teacher's report because they represent the possible grounds for unlawful discrimination:

- race
- sex
- sexual orientation

- disability
- religion and belief
- age
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- part-time contracts
- Trade union membership.

The Headteacher will also report on whether there have been any appeals or representations on an individual or collective basis on the grounds of alleged discrimination under any of the categories above.

## Appendix 1

### TEACHER PAY RANGE WITH EFFECT FROM 1 SEPTEMBER 2025

#### Main Pay Range

£
Min: 1: £32,916
2: £34,823
3: £37,101
4: £39,556
5: £42,057
Max: 6: £45,352

#### Annual progression through the pay ranges

##### **Main Pay Range Progression**

See section 12

#### Upper Pay Range

£
Min 1: £47,472
2: £49,232
Max 3: £51,048

##### **Upper Pay Range Progression**

See Section 13.

#### Unqualified Pay Range

£
Min: 1: £22,601
2: £25,193
3: £27,785
4: £30,071
5: £32,667
Max: 6: £35,259

##### **Unqualified Pay Range Progression**

See section 12.

#### Leading Practitioner Pay range

£
Min £52,026 up to
Max £79,092

##### **Leading Practitioner Pay Range Progression (schools will need to decide upon pay progression dependent on the range they have set)**

See section 12.

### School TLR Allowance Pay Range.

<b>TLR Level</b>	<b>Values</b>
TLR3 minima	£702
TLR3 maxima	£3,478
TLR2 minima	£3,527
TLR2 maxima	£8,611
TLR1 minima	£10,174
TLR1 maxima	£17,216

### Historical School TLR set rates (Not compulsory)

<b>Point</b>	<b>TLR Level</b>	<b>Values</b>
Min	TLR2	£3,527
(2)	TLR2	£5,873
(3)	TLR2	£8,226
Max	TLR2	£8,611
Min	TLR1	£10,174
(6)	TLR1	£12,523
(7)	TLR1	£14,870
Max	TLR1	£17,216

### SEN Allowance Pay Range

<b>SEN Level</b>	<b>Values</b>
SEN minima	£2,787
SEN maxima	£5,497

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**SCHOOL****SALARIES, PERFORMANCE MANAGEMENT AND EMPLOYMENT ISSUES COMMITTEE**

The main functions of this committee are to:

- consider and review the appraisal (performance management) and pay policies for the school
- undertake the appraisal of the headteacher's performance
- review staff salaries including determination of teachers' pay progression.
- consider staff grievance or harassment cases.
- hear appeals from teachers related to pay progression decisions.

**1. TERMS OF REFERENCE**

The committee's responsibilities in relation to salaries and performance management are set out in Schedule 1.

The committee's responsibilities in relation to other employment issues are set out in Schedule 2.

**2. MEMBERSHIP**

- a) The membership of the committee shall be:
  - three governors (in aided schools two shall be foundation governors; in voluntary controlled schools one shall be a foundation governor).
  - one/two named reserve(s) in order of precedence if two, who shall act if a member of the committee is unable to attend a meeting.
- b) No governor employed to work at the school, related to or have any personal connection with any member of staff working at the school shall be appointed to this committee for total transparency of any decisions taken. This also applies to the appeal committee.
- c) Members of the committee and the named reserve(s) shall be appointed annually at the autumn term meeting of the governing body.
- d) One of those appointed to the committee shall be appointed as chairman/chair of the committee EITHER by the governing body OR by the committee.

- e) Should a vacancy arise on the committee a successor shall be appointed by the governing body at its next meeting following receipt of the resignation and members so appointed shall serve until the next annual review.
- f) The governing body shall appoint the clerk who shall not be the headteacher.
- g) The head shall be entitled to attend meetings of the committee when the salaries of other staff are being reviewed.

### **3. QUORUM**

The quorum shall be all three members of the committee. A named reserve shall take the place of any member of the committee who is unable to attend a meeting.

### **4. MEETINGS**

- a) The committee shall meet as and when necessary to fulfil its responsibilities.
- b) Meetings shall be called by the clerk of the committee and, wherever possible, seven days' notice should be given to members with an explanation of the purpose of the meeting.

### **5. PROCEEDINGS**

- a) The committee shall be conducted in accordance with the School Governance (Roles, Procedures and Allowances) (England) Regulations 2013 and with any other regulations or directions as may be issued from time to time.
- b) Minutes shall be kept of each meeting and shall be circulated to all members of the committee before being signed by the chairman/chair. A report shall also be submitted to the next meeting of the governing body.
- c) The minutes shall be kept in a separate minute book.

## **SCHEDULE 1**

### **TERMS OF REFERENCE**

1. To prepare and submit to the governing body recommendations for the adoption of:
  - a) an appraisal (performance management) policy and
  - b) a pay policy for the school.
2. To operate in accordance with statutory performance management framework and the school's adopted policy as follows:

- to select/appoint an external adviser to support with the headteacher's appraisal (performance management) process
  - to take advice from the appointed external adviser when agreeing objectives and reviewing the head's performance
  - to agree performance objectives with the headteacher and determine the standards against which his/her performance will be assessed
  - to conduct the annual appraisal of the headteacher's performance
  - to determine whether the outcome of the headteachers appraisal will lead to pay progression as covered under the adopted pay policy
  - to support the head with the annual report to the governing body on appraisal (performance management) arrangements and outcomes
  - to hear any appeal by a teacher against entries made within their appraisal (performance review) statement
3. To determine annually, as required by the School Teachers Pay and Conditions regulations and within the scope of the adopted appraisal (performance management) and pay policies and the salaries budget adopted by the governing body, the salaries of the teaching staff employed at the school having regard to recommendations received relating to any pay progression.
  5. To determine annually, in accordance with the adopted pay policy, any appropriate regulations and agreements and any other advice issued by the Local Authority and within the salaries budget adopted by the governing body, the salaries and gradings of support staff.
  6. To deal with any other matters relating to salaries and performance management that may be referred by the governing body.

## **SCHEDULE 2**

### **TERMS OF REFERENCE**

1. To consider staff grievances where there is a referral to the committee under the grievance procedure adopted by the governing body. The committee will consider the grievance and seek to resolve the matter following a process and hearing conducted in accordance with the adopted procedure
2. To consider staff complaints of harassment where there is a referral to the committee under the procedure adopted by the governing body. The committee will consider the complaint and seek to resolve the matter following a process and hearing conducted in accordance with the adopted policy.

## APPEALS PROCEDURE

Any teacher who wishes to appeal against a decision of the Salaries Committee, whether on salaries, or on pay progression, or on threshold, or on appraisal, or on a grievance, or on an allegation of harassment may do so. Any appeal should be considered according to the following procedure. A teacher in this position should seek the advice of his/her professional association/trade union prior to such an approach.

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

A teacher/leader 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 2 - a formal representation to the person or governors' committee making the pay determination**

If, having had an informal discussion with the person making the pay recommendation, the teacher/leader believes that an incorrect recommendation has been made, they may make representation to the governors' committee making the decision. To begin the process the teacher/leader should submit a formal written statement to the governors' committee making the determination, setting down in writing the grounds of their disagreement with the pay recommendation.

The hearing should be conducted along the lines of the procedure set out for the formal appeal stage at Appendix 4. The teacher may therefore choose to be accompanied by a professional association/trade union official. The Committee will convey its decision normally within 5 working days.

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

Should the teacher/leader not agree with the pay determination, the teacher/leader may appeal the decision and have an appeal hearing with an appeals committee of at least three governors not involved in the original decision. The teacher may be represented by a professional association/trade union official or a colleague at the appeal hearing. The request should be made within 7 working days of receiving the decision at stage 2. The appeals committee will normally meet within 15 working days of receiving the request. The appeal panel may be advised/supported by a HR Adviser if this is thought appropriate. Where a question of equal pay arises this should always be done.

The procedure set out in Appendix 4 should be followed with any note of the hearing to be made under arrangements agreed by the panel. The decision of the appeals committee, which will be conveyed normally within 5 working days, will be final.

Where a teacher who has applied for assessment against the upper pay range is assessed by the headteacher as not yet meeting the appropriate criteria, then he/she will have a right to appeal to a committee of governors with delegated responsibility. Any notification of appeal must

be made to the headteacher, in writing, within 10 working days of the teacher receiving written notification of the outcome of the assessment. The committee will normally meet within 15 working days of receiving the request. The appeal procedure followed should reflect that set out in Appendix 4.

### PROCEDURE AT APPEAL AGAINST A DECISION OF THE SALARIES COMMITTEE

An appeals committee will be constituted from three members of the governing body not involved in the decision against which the appeal is being made. The Schools HR Adviser may be present as necessary and give advice, which should be considered.

The procedure for the conduct of the appeal will be as follows:

1. The Chair will confirm their role, introduce those present and confirm the status and purpose of the meeting.
2. The Head or the Chair of the Committee of the Governing Body which made the decision will be asked to set out the basis for the decision and appropriate supporting evidence.
3. The employee and/or his/her representative will present the grounds for the appeal and evidence that supports their case.
4. The Head and Chair and Members of the Committee may ask questions of the employee and/or his/her representative.
5. The employee and/or his/her representative, Chair and Members of the Committee may ask questions of the Head, Chair of the Committee which made the decision.
6. The Head/Chair of the Committee which made the decision will be invited to make any further comments and to sum up.
7. The employee and/or his/her representative will be invited to make any further comments and to sum up.
8. An adjournment will then be called in order for a decision to be considered. The Clerk to the Appeal Committee and the HR Adviser where present will remain with the Committee. The advice of the HR Adviser may be sought and a decision made.
9. The Chair will confirm the timescale that the appellant will be informed of the decision, the reasons for it and that the decision, which is a final decision, will be confirmed in writing

It is the responsibility of the Chair of the Committee to ensure that a minute of the appeal meeting is kept. This should record the date and time of the meeting, those present, the main points of the hearing and the decision of the Committee.

**Model Pay Statement**

School:

Name of teacher:

This salary statement is provided, in accordance with the relevant paragraph of the STPCD, to confirm the determination of the salary assessment, as set below, following the annual review of staff salaries undertaken by the \_\_\_\_\_ Committee.

Position from 1 September \_\_\_\_\_

Main (or upper) pay scale point \_\_\_\_\_, £

TLR Payment \_\_\_\_\_ (permanent/temporary to *date*), £

Special educational needs allowance \_\_\_\_\_ (permanent/temporary to *date*), £

(Other, if applicable) \_\_\_\_\_), £

Total annual salary £

*(NB: for part-time staff the salary indicated should be pro rata according to their full-time equivalent teaching commitment).*

Signed: \_\_\_\_\_

*(Chair of the (Committee Name) or Headteacher on behalf of the (Committee Name)*

### TEACHING AND LEARNING RESPONSIBILITY PAYMENTS - Definition

A TLR may be awarded to a classroom teacher for undertaking a sustained additional responsibility in the context of the school's staffing structure for the purpose of ensuring the continued delivery of high-quality teaching and learning and for which the teacher is accountable.

The teacher's duties must include a significant responsibility that is not required of all classroom teachers and that:

- (a) is focused on teaching and learning
- (b) requires the exercise of a teacher's professional skills and judgement
- (c) requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum
- (d) has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils; and
- (e) involves leading, developing and enhancing the teaching practice of other staff.

In addition, before awarding a TLR1, the relevant body must be satisfied that the significant responsibility referred to above includes line management responsibility for a significant number of people.

## TEMPLATE LETTERS

### PRIVATE & CONFIDENTIAL

Name  
address

21 October 2025

Ref/ref

CC number

Dear Colleague

### Reference: Adoption of Policy for Determining Teachers Pay

I am writing on behalf of the governing body of *@School Name* to inform you that a period of consultation has commenced with regards to the adoption of the above policy from September ????.

This policy sets out the school's policy for making decisions on teachers' pay in this school and meets with both current employment legislation and the statutory requirements of the School Teachers' Pay and Conditions Document (STPCD). The governors would like to consult with staff on the following points, which did not form part of the model policy consulted and negotiated by the recognised trade unions.

These are:

:

Please respond to me by (allow 10 working days) with any representations you would like to make. Representation will be considered by Governors after which there will be further communications.

Yours sincerely

Head teacher

**PRIVATE & CONFIDENTIAL**

Name  
address

21 October 2025

Ref/ref

CC number

Dear Colleague

**Reference: Adoption of Policy for Determining Teachers Pay**

I am writing on behalf of the governing body of *@School Name* to confirm that the above policy was adopted on *@date*. This policy will be fully reviewed on an annual basis.

This policy sets out the school's policy for making decisions on teachers' pay in this school and meets with both current employment legislation and the statutory requirements of the School Teachers' Pay and Conditions Document (STPCD). It has been consulted on and negotiated with staff and the recognised trade unions.

The main points which directly affect teachers currently employed at the school are:

- Pay progression decisions linked to outcome of appraisal process;
- Pay range for teachers employed at this school;
- Movement to the Upper Pay Range;

The policy covers the pay of teachers and through it the governing body will seek to ensure that all staff employed at the school are valued and receive due recognition for their work and contribution to school life.

Yours sincerely

Headteacher