



**MIDDLEWICH PRIMARY SCHOOL**



**MODEL PAY POLICY FOR TEACHING STAFF  
2023/2024**

**Effective from 1 September 2023**

**The Governing Board of Middlewich Primary School adopted this  
policy on 14/11/23.**

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## INTRODUCTION

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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 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 made by the pay committee and ratified at the meeting of the full Governing Board.

## PAY REVIEWS

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The Governing Board will ensure that each teacher's salary is reviewed annually, with effect from 1 September, and that all teachers are given a written statement setting out their salary and any other financial benefits to which they are entitled. Where a teacher is on long term absence at the relevant time consideration will be given to adjusting the timing on a case by case basis.

Within one month of the determination, the Governing Board will provide the teacher with an individual written statement setting out their salary and any allowances to which they are entitled, and advising where a copy of this policy (including the staffing structure) may be inspected.

Pay reviews for all teachers, including the headteacher, will be based on performance as recorded through staff appraisal. Every appraisal report will contain a pay recommendation. 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. Judgements on pay decisions will be made against the extent to which teachers have met their individual objectives and the relevant standards and how they have contributed to pupil progress; wider outcomes for pupils; specific elements of practice; and have made a wider contribution to the work of the school. Full details of the arrangements for teacher appraisal are set out in the school's appraisal policy and can be obtained from the school business manager.

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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 Board will give the required notification as soon as possible and no later than one month after the date of the determination.

## **PAY RANGE FOR LEADERSHIP GROUP**

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### **Pay range for headteachers**

The Governing Board has a statutory duty to assign a school group size whenever it sees fit. In addition it must also determine a pay range for the headteacher including when it proposes to appoint a new headteacher. When determining the leadership pay range the relevant body must take into account all of the permanent responsibilities of the role, any challenges that are specific to the role, and all other relevant considerations. In the case of a new appointment, the relevant body may wish to take into account the extent to which the leadership pay range reflects how closely their preferred candidate meets the requirements of the post. The relevant body must ensure that there is appropriate scope within the range to allow for performance related progression over time.

Pay ranges for headteachers should **not** normally exceed the maximum of the headteacher group. However, the headteacher's pay range (where determined on or after the 1 September 2014) may exceed the maximum where the relevant body determines that circumstances specific to the role or candidate warrant a higher than normal payment.

It should also re-determine the headteacher's pay range if it becomes necessary to change the headteacher group (including where the headteacher becomes responsible and accountable for more than one school in a federation on a permanent basis). They may also determine the headteacher's pay range at any time if they consider it necessary to reflect a significant change in the responsibilities of the post. The relevant body should not take account of the salary of the serving headteacher if they re-determine the headteacher pay range for a new appointment.

The Governing Board will calculate the head teacher group size each September and determine the pay range within the parameters of the current STPCD.

The Governing Board will ensure that the process of determining the remuneration of the head teacher is fair and transparent. There should be a proper record made of the reasoning behind the determination of the pay range and any temporary payments made to the headteacher.

The pay range for the **headteacher** for the academic year 2023-2024 is as follows:

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**L17: £69,970**  
**L18\*: £71,019**  
**L18: £71,729**  
**L19: 73,509**  
**L20: £75,331**  
**L21: £77,195**  
**L22: £79,112**  
**L23: £81,070**

The headteacher ranges are not incremental scales and there is no automatic right to pay progression. Decisions regarding pay progression will be made annually with reference to the most recent performance appraisal report, and the pay recommendation they contain. Any movement up the pay range will only be made where there has been sustained high quality of performance in respect of school leadership and management and pupil progress.

When headteachers are appointed temporarily accountable for more than one school, this role should be regarded as an acting headship on a temporary basis. There is an expectation that these temporary arrangements should be time limited and subject to regular review and the maximum duration should be no longer than **two years**.

The circumstances in which the Governing Board will consider awarding a **pay point** are.

**Where their appraisal outcome confirms the headteacher has met their individual objectives; is meeting all of the headteacher standards; pupil progress is improving; there has been positive impact on wider outcomes for pupils; improvements can be evidenced in specific elements of practice such as behaviour management or lesson planning; evidence exists of positive impact on the effectiveness of teachers or other staff and they are making a wider contribution to the school.**

The circumstances in which the Governing Board will consider awarding **additional pay points** are.

**Where their appraisal outcome confirms the head teacher has made a specific exceptional contribution to school life which exceeded their individual objectives and has had a demonstrable impact on pupil progress outcomes; on the quality of teaching and learning across the school and applications for places are increasing.**

#### **Determination of temporary payments to headteachers**

The Governing Board will determine a pay range which takes into account the full responsibilities of the headteacher's post. Temporary payments in addition to the

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salary arising from the headteacher's point on the pay range will be made in accordance with the current STPCD.

The total sum of the temporary payments made to a headteacher in any school year (with the exclusion of residential payments and/or relocation expenses) must not exceed 25% of the annual salary which is otherwise payable to the headteacher. Furthermore, the total sum of salary and other payments made to a headteacher must not exceed 25% above the maximum of the headteacher group unless there are wholly exceptional circumstances, external independent advice has been sought and with the agreement of the Governing Board.

### **Pay range for other leadership group members (other than headteachers)**

The Governing Board has determined that **1** deputy headteacher post and **1** assistant headteacher post are to be included in the school's staffing structure. Where there is more than one deputy head teacher or more than one assistant headteacher, the Governing Board have the discretion to determine different pay ranges for each post.

The professional duties of deputy and assistant headteachers are set out in the current STPCD.

The Governing Board will determine a pay range for deputy and assistant headteachers. The Governing Board must ensure that the pay range for deputy and assistant headteachers is determined in accordance with the current STPCD, and with due regard to pay rates for other teaching posts and the headteacher.

The pay range for the **deputy headteacher** for the academic year 2023-2024 is as follows:

**L6: £53,380**  
**L7: £54,816**  
**L8: £56,082**  
**L9: £57,482**  
**L10: £58,959**

The pay range for the **assistant headteacher** for the academic year 2023-2024 is as follows:

**L1: £47,185**  
**L2: £48,366**  
**L3: £49,574**  
**L4: £50,807**  
**L5: £52,074**

The Governing Board will determine the pay range for deputy and assistant headteachers in the following circumstances:

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- when it proposes to make new appointments;
- where there is a significant change in the responsibilities of serving deputy or assistant headteachers; or
- when it has decided that all leadership posts should be reviewed to maintain consistency (it should also take account of the responsibilities and challenges of the post).

The deputy and assistant headteacher ranges are not incremental scales and there is no automatic right to pay progression. Decisions regarding pay progression will be made annually with reference to the most recent performance appraisal report, and the pay recommendation they contain. Any movement up the pay range will only be made where there has been sustained high quality of performance in respect of school leadership and management as measured against individual objectives and teacher standards.

The circumstances in which the Governing Board will consider awarding **one point** are:-

**Where their appraisal outcome confirms the deputy or assistant head has met their individual objectives; is meeting all of the Teacher Standards for their career position; pupil progress is improving; they have had a positive impact on wider outcomes for pupils; improvements can be evidenced in specific elements of practice such as behaviour management or lesson planning; evidence exists of positive impact on the effectiveness of teachers or other staff and they are making a wider contribution to the school. Schools should also consider the professional responsibilities of deputy and assistant head teachers.**

The circumstances in which the Governing Board will consider awarding **more than one point** in one year are:-

**Where their appraisal outcome confirms the deputy or assistant headteacher has made a specific exceptional contribution to school life which exceeded their individual objectives and has had a demonstrable impact on pupil progress outcomes; on the quality of teaching and learning across the school and applications for places are increasing.**

The pay range will be determined on 1st September each year or at any other time of year to reflect changes in circumstances or job description that lead to a change in the basis for calculating pay.

In making any decision to exercise its discretion in this respect, the Governing Board will ensure that to action such an increase will offer the school value for money in the services it is able to provide in relation to the costs incurred and will require evidence to support any such case.

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## **Other payments and allowances for leadership**

Headteachers, deputy headteachers and assistant headteachers may not be awarded payments other than as reimbursement of reasonably incurred housing or relocation costs. All other recruitment and retention considerations in relation to a headteacher, deputy headteacher or assistant headteacher – including non-monetary benefits – must be taken into account when determining the pay range. Where the relevant body pays a recruitment or retention incentive or benefit awarded to a headteacher, deputy headteacher or assistant headteacher under a previous Document, subject to review, it may continue to make that payment at its existing value until such time as the respective pay range is determined under this Document.

## **PAY RANGE FOR OTHER CLASSROOM TEACHERS**

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### **Basic pay determination on appointment**

The Governing Board 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 Board may take into account a range of factors, including:

- *matching the pay point of a teacher;*
- *the nature of the post;*
- *the level of qualifications, skills and experience required;*
- *market conditions;*
- *the wider school context;*
- *always appointing to the bottom of the relevant pay range;*
- *recognising service in other maintained schools and awarding an increment for each year;*
- *recognising service in other CEC schools and awarding a point for each year;*
- *recognising other teaching or non-teaching experience; and/or,*
- *delegating the decision on a case by case basis to the appointing panel.*

### **For unqualified teachers:**

- *one point for holding a recognised overseas training qualification.*
- *one point for a recognised post-16 teaching qualification.*
- *one point for one or more recognised qualifications relevant to their subject area.*
- *one point for each period of [number] years of service as an overseas trained teacher.*
- *one point for each period of [number] years of service teaching in further education, including 6<sup>th</sup> form colleges.*
- *one point for each period of [number] years of service teaching in higher education.*

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- ***one point for each period of [number] years spent working outside of teaching but in a relevant area. This may include industrial or commercial training, work in a relevant occupation, and experience with children/young people.***

There is no assumption that a teacher will be paid at the same rate as they were being paid in a previous establishment. Portability no longer applies and it is for schools to determine the starting salary for new staff.

### **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.

Full details of the arrangements for teacher appraisal are set out in the school's appraisal policy and can be obtained from the school business manager.

**Decisions regarding pay progression will be made with reference to the teachers' appraisal reports and the pay recommendations they contain. In the case of early career teachers (ECTs), the relevant body must determine the teacher's performance and any pay recommendation 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 the Headteacher receiving a training session from Schools HR. All staff receive guidance from the Headteacher and for the Headteacher to oversee all appraisal/targets and overall performance of all members of staff.

The evidence we will use will include:-

- self-assessment
- lesson observation
- pupil progress evidence from monitoring

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. The Governing Board will ensure that appropriate funding is allocated for pay progression for all eligible teachers.

In this school, judgements on performance and eligibility for pay progression will be based on the criteria in Appendix B.

### **Main pay range (MPR)**

Qualified teachers who are not entitled to be paid on any other pay range will be paid in accordance with the school's main pay range. The MPR minimum for the academic year 2023-2024 is **£30,000** and the maximum pay is **£41,333**. The school MPR is as below:

**M1: £30,000**

**M2: £31,737**

**M3: £33,814**

**M4: £36,051**

**M5: £38,330**

**M6: £41,333**

The professional responsibilities of classroom teachers are set out in the current STPCD.

The main pay range is not an incremental scale and there is no automatic right to pay progression. Decisions regarding pay progression will be made annually with reference to the most recent performance appraisal report and the pay recommendation they contain.

The circumstances in which the Governing Board will consider awarding one pay point on the main pay range are where their appraisal outcome confirms the teacher has met their individual objectives and is meeting all of the Teacher Standards for their career position;

The circumstances in which the Governing Board will consider awarding more than one pay point are where their appraisal outcome confirms the teacher has made a specific exceptional contribution to school life which exceeded their individual objectives and has had a demonstrable impact on pupil progress outcomes; on the quality of teaching and learning across the school.

In the case of early career teachers (ECTs), the relevant body must determine the teacher's performance and any pay recommendation by means of the statutory induction process set out in the Induction for Early Career Teachers statutory guidance. The relevant body must also ensure that ECTs are not negatively affected by the extension of the induction period from one to two years. This change does not prevent a school from awarding pay progression to ECTs at the end of the first year.

## Upper pay range (UPR)

Qualified teachers who have been assessed by this school as meeting the standards for payment on the upper pay range will be paid in accordance with the school's upper pay range. The UPR minimum for the 2023-2024 academic year is **£43,266** and the maximum pay is **£46,525**. The school UPR is as below:

**U1: £43,266**

**U2: £44,870**

**U3: £46,525**

Teachers on the upper pay range will have their pay reviewed annually with reference to the most recent performance appraisal report and the pay recommendation they contain.

The circumstances in which the Governing Board will consider awarding a pay increase within the upper pay range will be on the basis of

- HR advice
- Demonstrated outstanding impact on pupil outcomes across the school

Any points awarded on the upper pay range are permanent, while the teacher remains in the same post or takes up another post in this school.

A decision not to award pay progression may be taken whether or not the teacher is subject to capability proceedings.

## Pay range for unqualified teachers

An unqualified teacher is either a trainee working towards qualified teacher status, an overseas trained teacher who has not exceeded the four years they are allowed without obtaining qualified teacher status, or an instructor with a particular skill.

An unqualified teacher must be paid such salary in accordance with the school's unqualified teacher pay range. The UQT range minimum for the academic year 2023-2024 is **£20,598**, and the maximum pay is **£32,134**. The school unqualified teacher pay range is as below:

**Scale 1: £20,598**

**Scale 2: £22,961**

**Scale 3: £25,323**

**Scale 4: £27,406**

**Scale 5: £29,772**

**Scale 6: £32,134**

The circumstances in which the Governing Body will consider awarding **one pay point** are the member of staff has met their individual objectives and is meeting all of the expectations for their job role.

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The circumstances in which the Governing Board will consider awarding **more than one point** in one year are where the appraisal outcome confirms the member of staff has made a specific exceptional contribution to school life which exceeded their individual objectives and has had a demonstrable impact on pupil progress outcomes; on the quality of teaching and learning across the school

Decisions regarding pay progression will be made annually with reference to the most recent performance appraisal report and the pay recommendation they contain. Any movement up the pay range will only be made where there has been sustained high quality of performance.

A decision not to award pay progression may be taken whether or not the teacher is subject to capability proceedings.

Any pay increases awarded to unqualified teachers are permanent, while the teacher remains in the same post or takes up a new one at this school.

Unqualified teachers are not eligible for teaching and learning or special educational needs allowances. The Governing Board will not under any circumstances determine a salary for an unqualified teacher outside of the unqualified teacher pay range.

The Governing Body will consider paying an unqualified teacher on one of the employment based routes into teaching on the unqualified teacher pay scale in the following circumstance: the member of staff has shown a significant commitment to the school over a substantial length of time and the school has sufficient budgetary funds to pay for the salary.

The Governing Board may choose which pay scale will be applied to such teachers and in what circumstances. It is recommended that a graduate teacher be paid as a qualified teacher and a registered teacher as an unqualified teacher.

## **MOVEMENT TO THE UPPER PAY RANGE**

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### **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, and any progression is deemed permanent.

Applications may be made at least once a year.

- **applications should be submitted to the head teacher between 1 September and 31 October in any year and, if successful, will take effect from 1 September in the year of application, applying particular attention to ensuring every teacher is treated fairly.**

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If a teacher is simultaneously employed at another school, 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 **2 years - the period of time that evidence should cover, ensuring that teachers who have had breaks in service are treated equitably. Include also information about how and to whom (e.g. line manager/subject leader/head of school/head teacher) applications should be made and, if written applications are required, whether the school will provide a standard form.**

### **The assessment**

**An application from a qualified teacher will be successful where the Governing Board is satisfied that:**

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

**For the purposes of this pay policy:**

- 'highly competent' means :- 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 :- 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;
- 'sustained' means :- maintained continuously over a long period e.g. 2 school years.

The application will be assessed:- the school will ensure that applications are assessed robustly, transparently and equitably. The Headteacher will make the initial assessment, which is then taken to the Pay Committee and finally ratified by the Governing Board.

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## Processes and procedures

The assessment will be made within 20 working days, before the applicant will receive a response to their application, or if there is a single deadline for applications, whether there will be a single date for applicants to be informed of the outcome.

**If successful, applicants will the start of the academic year, including whether there will be a single date for all moves to the upper pay range to take place. The Headteacher/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. Their position on the upper pay range will be decided in a fair and consistent way, e.g. based on considerations including the nature of the post and the responsibilities it entails, and the level of qualifications, skills and experience of the teacher.**

If unsuccessful, feedback will be provided by the Headteacher within 20 working days of decision.

Any appeal against a decision not to move the teacher to the upper pay range will be heard under Appendix C of this policy.

## ALLOWANCES AND PAYMENTS FOR CLASSROOM TEACHERS

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### Teaching and learning responsibility (TLR) payments

TLR payments are awarded at the discretion of the Governing Board. TLR1 and TLR2 payments will be awarded to the holders of the posts indicated in the attached staffing structure. A TLR1 or TLR2 payment when assigned will last for the duration of the post.

The Governing Board will award a fixed-term third TLR (TLR3) to a classroom teacher for clearly time-limited school improvement projects, or one-off externally driven responsibilities. The duration of the fixed term must be established at the outset and payment should be made on a monthly basis for the duration of the fixed term. The relevant body will not award consecutive TLR3s for the same responsibility, unless that responsibility relates to tutoring, to deliver catch-up support to pupils on learning lost during the pandemic. TLR3s are not subject to safeguarding.

The annual values of a TLR payment for the academic year 2023-2024 must fall within the following ranges in accordance with the current STPCD:

- the annual value of a TLR1 must be no less than £9,272 and no greater than £15,690;
- the annual value of a TLR2 must be no less than £3,214 and no greater than £7,847; and
- the annual value of a TLR3 must be no less than £639 and no greater than

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£3,169.

In the year 2023-24 there are no posts which hold a TLR. If school circumstances change (due to staff absence or staff leaving) then a TLR position may become available, in consultation with the governing body.

In such circumstances the value of the TLR will be decided by the governing body but the TLR will be no less than:

**TLR1s** will be awarded to the following values:

£9,272 per annum

**TLR2s** will be awarded to the following values:

£3,214 per annum

**TLR3** payments will be determined on a case by case basis taking account of the additional responsibilities required by the teacher. They will not be used to replace or otherwise limit teachers' pay progression on the Main, Upper or Leading Practitioner Pay Ranges.

Where a TLR3 is awarded to a part-time teacher the value should not be amended to reflect the part-time hours of the individual in receipt of the award; the pro-rata principle does not apply to TLR3s.

A TLR1 or TLR2 payment will only be awarded if the Governing Board of the school is satisfied that the duties of the post 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 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 Governing Board must be satisfied that the significant responsibility referred to above includes an additional line management responsibility for a significant number of people.

A teacher may not hold more than one TLR1 or TLR2 of any value concurrently. A TLR is a payment integral to a post in the school's staffing structure and may therefore only be held by two or more people when job-sharing that post. Holders of a TLR1 or TLR2 will also be eligible to receive a TLR3.

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## Special education needs allowances (SENs)

The Governing Board of the school will award an SEN allowance to a classroom teacher:

- in any SEN post that requires a mandatory SEN qualification;
- in a special school;
- who teaches pupils in one or more designated special classes or units in a school or, in the case of an unattached teacher, in a local authority unit or service;
- in any non-designated setting (including any PRU) that is analogous to a designated special class or unit, where the post:
  - involves a substantial element of working directly with children with special educational needs;
  - requires the exercise of a teacher's professional skills and judgement in the teaching of children with special educational needs; and
  - has a greater level of involvement in the teaching of children with special educational needs than is the normal requirement of teachers throughout the school or unit within the school or, in the case of an unattached teacher, the unit or service.

The SEN allowance is determined as a spot value, taking into account the structure of the school's SEN provision and the following factors:

- 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.

The values of SEN allowances payable to a classroom teacher for 2023-2024 must be no less than **£2,539**, and no more than **£5,009** per annum in accordance with the current STPCD.

SEN allowances will be paid to the holders indicated in the attached staffing structure. The values of the SEN allowances to be awarded are set out below:

SEN2 £5009 per annum to the holder of **SEND Co-ordinator / Teacher of the Deaf**

## OTHER PAYMENTS TO TEACHERS

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### Acting allowance

Where a teacher is assigned and carries out duties of a headteacher, deputy headteacher, or assistant headteacher, but has not been appointed as an acting head teacher, deputy headteacher or assistant headteacher, the Governing Board

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will, within the period of four weeks beginning on the day on which such duties are first assigned and carried out, determine whether or not an 'acting allowance' must be paid in accordance with the following provisions.

Where the Governing Board determines that an acting allowance will not be paid but the relevant duties continue, then the Governing Board may review this decision and make a further determination at a future date as to whether or not an acting allowance may be paid.

Where a teacher is assigned and carries out duties of a headteacher, deputy headteacher or assistant headteacher in relation to where a pay range has been determined, remuneration must not be lower than the minimum of that range.

For as long as an acting allowance is being paid, the teacher will be expected to undertake the professional responsibilities applicable to a headteacher, deputy headteacher or assistant headteacher and work to the relevant teachers' standards.

### **Continuing Professional Development (CPD)**

Teachers who undertake voluntary continuing professional development outside the school day may be entitled to an additional payment or time in lieu. This will be agreed on a case by case basis and in consultation with the governing body.

### **Out of school learning activities**

Teachers who agree to provide learning activities outside of the normal school hours and whose salary range does not take account of such activity may be entitled to an additional payment. This will be agreed on a case by case basis and in consultation with the governing body.

### **Provision of services for the headteacher**

Teachers who take on additional responsibilities and activities due to, or in respect of, the provision of services by the headteacher relating to the raising of educational standards to one or more additional schools will be entitled to a payment of 50% of the amount the school gains.

### **Recruitment and retention incentive and benefits**

The Governing Board may make such payments or provide such other financial assistance, support or benefits, to a teacher as it considers being necessary as an incentive for the recruitment of new teachers and retention in their service of existing teachers. Where the Governing Board is making one or more such payments, the Governing Board must conduct a regular formal review of all such awards.

Payments will not be made under the 'recruitment and retention' criteria for additional work undertaken, for specific responsibilities or to supplement pay for other reasons.

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Nor will any recruitment and retention payment be made to a headteacher, deputy or assistant headteacher other than as reimbursement of reasonably incurred housing or relocation costs. All other recruitment and retention considerations in relation to a member of the leadership group including non monetary benefits must be taken into account when determining the pay range and is subject to the overall 25% limit on salary and payments as contained in the current STPCD.

Where the Governing Board already pays a recruitment or retention incentive or benefit awarded to a headteacher, deputy headteacher or assistant headteacher under a previous document, subject to review, it may continue to make that payment at its existing value until such time as the respective Pay Range is determined under the current STPCD.

In the case of retention, a recommendation to offer incentives or benefits would be made by the pay committee with full delegated authority for pay decisions.

In the case of recruitment difficulties, a recommendation to offer incentives or benefits would be made by the chair of the selection panel to the Pay committee unless authority in respect of this function has been delegated to the selection panel itself.

In either case, before a recruitment and retention incentive or benefit is agreed, a business case with supporting evidence should be constructed by the head teacher , or the selection panel, for consideration by the Pay committee. Recommendations and authorisations must be recorded.

## **SALARY SACRIFICE**

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The Governing Body supports the following salary sacrifice arrangements **e.g. childcare vouchers**. Arrangements will be made to enable staff to participate in these schemes should they wish to do so.

## **APPEALS BY TEACHERS – SEE APPENDIX C FOR APPEAL PROCEDURE**

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Any teacher (including the headteacher) may appeal against any decision of the Governing Board in relation to his/her pay or any other decision taken by it under the STPCD that affects his/her pay, provided that the appeal is made in accordance with the procedure established by the Governing Board.

The following list includes the usual reasons for seeking a review of a pay determination. That the person or committee by whom the decision was made:

- incorrectly applied any provision of the STPCD and/or Pay Policy;
- failed to have proper regard for statutory guidance;
- failed to take proper account of relevant evidence;
- took account of irrelevant or inaccurate evidence;
- was biased; or

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- otherwise unlawfully discriminated against the teacher.

This appeals procedure also applies where, under the school's Appraisal Policy, a teacher wishes to appeal against any of the entries in their planning and review statements. Where a reviewee wishes to appeal on the basis of more than one entry this would constitute one appeal hearing.

This procedure performs the function of the school's grievance procedure on teachers' pay and appraisal matters and therefore decisions should not be reopened under the school's grievance procedure. Decisions made under this procedure do not affect teachers' statutory employment rights.

## **PART-TIME TEACHERS**

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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 (and allowances as appropriate), 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.

Teachers' employed part-time will not be required to be available for work on any day of the week or part of any day of the week on which the teacher is not normally required to be available for work under their contract of employment.

Part time teachers who wish to/are requested to attend more INSET days than they are required to do under their contract will be paid for these extra days work.

## **SUPPLY (OR SHORT NOTICE) TEACHERS**

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Teachers employed on a day-to-day or other short notice arrangements 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.

## **PAY INCREASES ARISING FROM CHANGES TO THE DOCUMENT**

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All teachers are paid in accordance with the statutory provisions of the STPCD. The annual uplifts to pay ranges and allowances should be kept separate to pay progression.

Previous policy:- All teachers are paid in accordance with the statutory provisions of the STPCD as updated from time to time.

## **SALARY SAFEGUARDING**

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Safeguarding of Teachers Salaries will apply where the Governing Board decide to:

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- \* Reduce the number of leadership posts
- \* Lower the pay range for members of the leadership team
- \* Delete a TLR post \*
- \* Reduce the value of a TLR payment
- \* Delete or reduce an SEN payment

\*NB: Safeguarding is not applicable at the end of the fixed term period where TLR 3 has been awarded NB: Any annual pay award does not apply to that proportion of a teachers salary which comprises a safeguarded sum

## **OVERPAYMENTS**

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Your employer is entitled to make deductions from an employee's salary for any sums (properly) owed to the school pursuant to section 14 of the Employment Rights Act 1996 (as amended).

Deductions will be made at an equivalent to the time period of the overpayment, e.g. if the overpayment covered two months, then the recovery period should be two months, unless the employee agrees to a quicker rate of recovery.

Where an employee is repaying an overpayment but leaves the school before the full overpayment is recovered, the balance will be deducted from the final salary payment. Where the amount outstanding exceeds the final salary payment, an invoice for the outstanding amount will be raised and sent to the employee.

## **MONITORING THE IMPACT OF THE PAY POLICY**

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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.

## **EQUALITY**

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Middlewich Primary School will ensure that, when implementing the Pay Policy for Teaching Staff, no employee will be disadvantaged on the basis of their gender or transgender, marital status or civil partnership, racial group, religion or belief, sexual orientation, age, disability, pregnancy or maternity, social or economic status or caring responsibility. This means that the Policy may need to be adjusted to cater for the specific needs of an individual including the provision of information in alternative formats where necessary.

## **REVIEW**

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The policy will be reviewed in the light of operating experience and/or changes in legislation.

Prepared by: Education HR Consultancy  
Date: TBC  
Review date: September 2024

Adopted by: The Governing Board of Middlewich Primary School  
Date: **14/11/2023**

## **APPENDIX A – SCHOOL STAFFING STRUCTURE 2023-2024**

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The staffing structure at Middlewich Primary School consists of:

### **Senior Leadership Team (SLT):**

- Headteacher
- Deputy headteacher
- Assistant headteacher who is also the special educational needs and disabilities co-ordinator (SENDCO)
- School Business Manager

### **Extended Leadership Team:**

- This includes the SLT and the teacher on the upper pay range who have additional responsibilities across the school.

### **Teaching Staff**

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- 16 class teachers (13 full time, 1 0.6, 1 0.4 class based and 0.6 non-class based, 1 maternity leave.)
- 1 unqualified teacher.

**The teaching and learning support staff team includes:**

- 4 higher level teaching assistants (1 on maternity leave)
- 15 teaching assistants
- 3 welfare assistants
- 2 family support/pastoral support

**Additional support staff include:**

- Site manager
- 2 admin assistants
- 8 midday assistants
- 3 cleaners

## APPENDIX B – PAY PROGRESSION CRITERIA

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### Absolute performance measures

In this school, judgments of performance will be made against the extent to which teachers have met their individual objectives and the relevant standards and how they have contributed to:-

- impact on pupil progress;
- impact on wider outcomes for pupils;
- improvements in specific elements of practice, such as behaviour management or lesson planning; impact on effectiveness of teachers or other staff; wider contribution to the work of the school).

The rate of progression will be differentiated according to an individual teacher's performance and will be on the basis of absolute criteria. This will be the next level on the appropriate pay scale.

Teachers may be eligible for a pay increase of the next level on the main pay scale M1 – 6 with the minimum expectations:-

- they meet all their objectives,

they are assessed as meeting the relevant standards and all teaching is assessed as at least good.

## **APPENDIX C – TEACHERS’ APPEALS PROCEDURE**

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### **Model Appeals Procedure for School Teachers Dissatisfied with a Decision Relating to Pay**

#### **Background**

The STPCD requires each school Governing Board to have a pay policy, and that policy must contain a procedure to permit a teacher (including the headteacher) to appeal against any decision of the GB in relation to his/her pay or any other decision taken by it under the STPCD that affects his/her pay, provided that the appeal is made in accordance with the procedure established by the Governing Board.

The following list 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 STPCD and/or Pay Policy;
- (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 above list is not exhaustive.

This appeals procedure also applies where, under the school’s Performance Appraisal Policy, a teacher wishes to appeal against any of the entries in their planning and review statements. Where a reviewee wishes to appeal on the basis of more than one entry this would constitute one appeal hearing.

This procedure performs the function of the school’s grievance procedure on teachers’ pay and Performance Appraisal matters and therefore decisions should not be reopened under the school’s grievance procedure. Decisions made under this procedure do not affect teachers’ statutory employment rights.

The Model Procedures below fulfill the requirements of the STPCD and are recommended for adoption by Governing Boards.

It is recommended that the panel which hears pay appeals should comprise three governors who were not involved in previous discussions regarding the teachers’ pay determination.

Teachers making representation at stage two and making an appeal at stage three may be accompanied by a colleague or representative from a professional organisation or trade union.

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Pay appeals should be formally clerked and a note of proceedings should be produced.

Teachers will receive written confirmation of pay decisions and, where applicable, the basis on which the decision was made.

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

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. The decision must be communicated to the teacher.

### **Stage two – 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 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 (within 5 working days of the decision arising from the informal discussion at stage one) to the person (or governors' committee) making the determination, setting down in writing the grounds for not agreeing with the pay recommendation.

A meeting to hear the formal representation will be set up wherever possible within 10 working days.

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**

Should the teacher not agree with the pay determination, the teacher may appeal (within 5 working days of the written communication in stage two). The appeal hearing will be before an appeal panel or governors.

In the hearing before governors (which will be set up wherever possible within a further 10 working days), 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.

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 STPCD, there is no recourse to the general staff grievance procedure.

The procedure to be adopted at any Appeal will normally be:

- 1 The Hearing will be conducted by a Committee/Panel or remaining members of the GB who did not sit on stage 2.
- 2 The Panel may be assisted in the conduct of the Hearing by one or more advisers, who may be from the Authority's staff.
- 3 The Panel will satisfy themselves that the teacher understands the procedure for the Hearing and the power of the board to determine the matter and the possible implications arising from that determination.
- 4 The teacher's case may be presented by the teacher or his/her representative who will describe the case. The presentation may include witnesses, written statements or other documents where these are considered necessary.
- 5 The person (or governors' committee) at stage 2, supported/advised as appropriate, will be given the opportunity to question the teacher as well as any witnesses who may have given evidence.
- 6 The person (or governors' committee) at stage 2 will then be invited to respond to the case as presented. They may also produce witnesses, written statements or other documents in support of the case.  
  
Where witnesses are school or Council teachers they should be given reasonable time off with pay to attend the Hearing.
- 7 The teacher or his/her representative will be given the opportunity to question the person (or governors' committee) at stage 2 and any witnesses s/he called.
- 8 At any stage during the Hearing the Panel and any adviser(s) may ask questions of the teacher, the person (or governors' committee) at stage 2 or such other persons, as they may consider appropriate in order to ascertain the facts and arguments.
- 9 The teacher or his/her representative will then be invited to make a closing statement not introducing any new material.
- 10 Finally the person (or governors' committee) at stage 2 will be given the opportunity to make a closing statement also without introducing any new material.

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- 11 Both parties will withdraw to allow the Panel to review and consider the evidence in conjunction with any advisers.
- 12 The Panel will then recall both parties to inform them of their decision. The decision should normally be announced personally to the parties as soon as it is possible on the day of the hearing. If it is not possible to make a decision immediately the parties should be informed of this. In any event a decision must be made and communicated to the teacher within five working days of the hearing. The decision should be confirmed in writing and, where the appeal is rejected, the letter will include a note of the evidence considered and the reasons for the decision. The letter will be delivered to the teacher either by hand or recorded delivery, and by first class post, with a copy to the trade union representative and the person (or governors' committee) at stage 2.
- 13 The decision of the Panel will be final and cannot be subject to any further review under the GB's staff grievance proced

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