



THE PILGRIM SCHOOL

Pay

POLICY

School Lead: Head Teacher/School Business Manager

Governor Lead: Resources

Last reviewed: December 2017

Date of next review: December 2019

Signed by Chair of Governors: _____ Date: _____

THE PILGRIM SCHOOL

PAY POLICY

GENERAL STATEMENT

The Governors aim to relate their Pay Policy:

- (i) to the educational needs of all children in their care;
- (ii) to the performance of teaching staff in line with the schools Teacher Appraisal Policy, the Teacher Standards and any other standards that are applicable to a teacher's role;
- (ii) to the professional development of all teaching and support staff;
- (iii) to recognise the individual contribution staff make to the work of the school.

All matters relating to this policy will be dealt with by a Committee. The terms of reference of the Committee can be found under paragraph 13.

2 Aims of the Policy

- To show all staff that the Governing Body is managing its Pay Policy in a fair and responsible way.
- To maintain and improve the quality of education provided for pupils in the school by having a whole school Pay Policy which supports the school's determined philosophies and future developments as outlined in the School Development Plan.

3 Revision of Policy

The school's Pay Policy will normally be revised when the Committee so advises the Governing Body, or when the school development plan is being revised, or when changes to relevant terms and conditions determine a revision is required. Whenever a revision is undertaken, an open consultative approach will be adopted by the Governing Body.

4 Equal Opportunities

The Governing Body seeks to provide equal opportunities for all staff regardless of matters relating to age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation.

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

5 Vacant Posts

All staff will be informed of vacant posts, including temporary and acting posts within the school. Vacancies will be advertised as appropriate.

6 Job Descriptions

Job descriptions will be provided for all staff. Consultation over content will take place when they are drawn up and at the time of any proposed review. All staff will be made aware of the expectations /content contained within the job description up to joining the school or when changing roles.

7 Performance Management

Performance Management is a shared commitment to high performance. It helps to focus attention on more effective coaching and monitoring to raise the quality of teaching and to benefit pupils, teachers and the school. It means providing appropriate and effective personal training and development opportunities to ensure job satisfaction, a high level of expertise and progression of staff in their chosen profession.

Certain aspects of pay progression are subject to provisions within the school's appraisal policy i.e. annual pay progression, teachers on the leadership spine, any Lead Practitioners and any teachers applying to move from the Main Pay Range to the Upper Pay Range.

8 Staffing Structure

The Governing Body will calculate the unit total for the school annually and assign the school to a group in accordance with the School Teachers' Pay and Conditions Document. The teaching and support staff complement, the number of teachers to be paid on the leadership spine and the number of teaching posts attracting additional allowances will be reviewed annually having regard to the number of pupils on roll, the curricular requirements of the pupils, any constraints imposed by the School Teachers' Pay and Conditions Document ("The Document") and the budgetary position of the school. **A copy of the current approved staffing structure is attached as an appendix to this policy.**

9 Discretions Applicable to Teachers

The Governing Body will ensure that the discretionary elements of pay are dealt with in a fair and equitable manner and in accordance with the requirements and guidance of the School Teachers' Pay and Conditions Document. The following will apply:

10 Leadership Group

(i) Head Teacher

The Head Teacher will be set an Individual Salary Range (ISR) consisting of 7 consecutive spine points on the Leadership Pay Spine. The Governing Body may change the pay range at any time in order to attract or retain the Head Teacher.

The Head Teacher must demonstrate sustained high quality of performance, with

particular regard to leadership, management and pupil progress at the school and will be subject to a review of performance against previously agreed objectives before any performance points will be awarded. Progression within the ISR cannot be by more than two points within the course of the academic year.

(ii) Deputy Head teacher

Where appointed, provisions will be as for the Head teacher but the pay range will consist of 5 consecutive spine points on the Leadership Pay Spine.

The Deputy Head Teachers must demonstrate sustained high quality of performance, with particular regard to leadership, management and pupil progress at the school and will be subject to a review of performance against previously agreed objectives before any performance points will be awarded.

When determining their level of pay, the Governing Body will normally seek the professional advice of the Head Teacher. Any progression will normally be by one point but the Governing Body may consider movement by two points in the following exceptional circumstances:

- * Exceeding expectations in overall performance
- * Significant impact on progress with whole school development

Consideration should be given to the scale of differential between the various members of the Leadership Group; and between those members and other staff within the school.

(iii) Teaching Staff

The salaries of qualified teachers, other than those in the Leadership Group and Lead Practitioners, are determined by:

- the point on the main or upper pay range determined through appointment or annual appraisal

plus

- any Teaching and Learning Responsibility payments

and/or

- any additional allowances held for recruitment and retention
- any additional allowances held for teaching children with special educational needs

or

- if the individual is entitled to a higher salary because of safeguarding.

A salary review will be undertaken in respect of every teacher as at 1 September each year and a salary statement issued by 31 October. A review may be undertaken at any other time during the year but only if there is a need to do so.

The school will not restrict the pay available for appointees to vacant classroom teacher posts, other than the lower limit of the Main Pay Range and the upper limit of the Upper Pay Range.

The salary assessment will be made under the following headings:

11 Teachers on Main Pay Range

Teachers on the Main Pay Range will be paid on the six-point scale on the Main Pay Range attached as an appendix.

Pay progression will be awarded following a successful performance management/appraisal review. Reviews will be deemed to be successful unless significant concerns about standards of performance have been raised in writing with the teacher during the annual performance management/appraisal cycle and have not been sufficiently addressed through support provided by the school.

Examples of significant concerns:

- Being subject to the inadequate lesson protocol;
- Being subject to the lessons requiring improvement protocol;
- Being subject to the school disciplinary process;
- Being subject to the school capability process;
- At the appraisal review meeting having objectives which are at risk of not being met.

To complete a year's service a teacher must be employed for a minimum of 26 weeks on a full or part-time basis during the academic year.

Additional pay progression may be awarded to a teacher on the main pay range on 1st September where the individual has demonstrated excellent performance over the previous academic year having regard to all aspects of the individual's professional duties but in particular to classroom teaching.

Governors may withhold pay progression where performance during the previous academic year is deemed to have been unsatisfactory. In such cases the teacher will be notified in writing before the end of the academic year that the Governors are considering such action before they make a final determination. The Governors may at a later date decide to reinstate the pay progression where they consider it appropriate to do so.

The Governors will normally regard teaching experience outside the maintained sector or outside England and Wales as directly relevant for the purposes of appointing to the appropriate point in the pay range. Where a teacher has non-teaching experience, the Governors will consider its value to the post held and decide on an individual basis whether or not to grant points for that experience.

12 Moving from the Main Pay Range to the Upper Pay Range

Teachers on the Upper Pay Range will be paid on the three-point scale on the Upper Pay Range.

Applications for movement through the threshold to have effect from 1st September should be lodged with the head Teacher on or before 31st October each year.

The Governing Body will move onto the upper pay range any eligible teachers who have been successful in the threshold assessment. The assessment will have regard to the two most recent performance management/appraisal reviews and will be successful where:

- The teacher is **highly competent** in all the elements of the Teacher Standards
- The teacher's achievements and contributions to the service are **substantial and sustained** (for example – 2 years minimum)

Progression up the range will be based on two consecutive, successful performance reviews although meeting performance objectives will not lead to automatic movement up the pay range. Reviews will be deemed to be successful unless significant concerns about standards of performance have been raised in writing with the teacher during the annual performance management/appraisal cycle and have not been sufficiently addressed through support provided by the school by the conclusion of that process.

Examples of significant concerns:

- Being subject to the inadequate lesson protocol;
- Being subject to the lessons requiring improvement protocol;
- Being subject to the school disciplinary process;
- Being subject to the school capability process;
- At the appraisal review meeting having objectives which are at risk of not being met.

The Governing Body will award any such points from 1 September and these will normally be awarded on a biannual basis, other than in exceptional circumstances. Points will not be awarded by more than one at a time in the course of a single annual salary determination.

13 Leading Practitioners

Progression up the range will be based on two consecutive, successful performance reviews although meeting performance objectives will not lead to automatic movement up the pay range. Reviews will be deemed to be successful unless significant concerns about standards of performance have been raised in writing with the teacher during the annual performance management/appraisal cycle and have not been sufficiently addressed through support provided by the school by the conclusion of that process.

Examples of significant concerns:

- Being subject to the inadequate lesson protocol;
- Being subject to the lessons requiring improvement protocol;
- Being subject to the school disciplinary process;
- Being subject to the school capability process;
- At the appraisal review meeting having objectives which are at risk of not being met.

14 Teaching and Learning Responsibility Payments

Assignment of TLR payments will be in line with the agreed school structure which will include an assessment of the leadership and management duties within the school in light of the criterion and factors below.

The Governing Body may award a TLR1 or TLR2 to a classroom teacher for undertaking a sustained additional responsibility in the context of their staffing structure for the purpose of ensuring the continued delivery of high quality teaching and learning and for which the teacher is made accountable.

The Governing Body may award a fixed-term TLR3 to a classroom teacher for clearly time-limited school improvement projects, or one-off externally driven responsibilities. Clear criteria for the award, level and duration will be set out and agreed.

In determining the value of TLR payments, the Governing Body will have considered job weight; posts of equal weight in the context of the school should be allocated equal value. Any changes to these arrangements will be subject to staff consultation.

15 Criterion and Factors for the Award of Teaching and Learning Responsibility Payments and Values

Criterion

A Teaching and Learning Responsibility 1, 2 or 3 payment (“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 for which he or she is made accountable.

Factors

Before awarding a TLR1, TLR2 or TLR3, the Governing Body must be satisfied that the teacher’s duties include a significant responsibility that is not required of all classroom teachers, and that it -

- is focused on teaching and learning;
- requires the exercise of a teacher’s professional skills and judgement;
- requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum (not applicable to TLR3);
- has an impact on the educational progress of pupils other than the teacher’s assigned classes or groups of pupils; and
- involves leading, developing and enhancing the teaching practice of other staff (not applicable to TLR3).

In addition, before awarding a TLR 1, the relevant body must be satisfied that the significant responsibility referred to in the previous paragraph includes in addition line management responsibility for a significant number of people.

TLR values

The school will also apply the following criteria to ensure that jobs of equal weight are allocated equal values:

TLR 2	Value £ range	Responsibility
TLR 2 (a)	£2640	Involves leading, managing and developing subject or curriculum area, or pupil development, across the whole school.

TLR 2 (b)	£6450	Involves leading, developing and enhancing the teaching practice of other staff.
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If the Governing Body awards TLRs of different values for two or more teachers, the **minimum** difference in value between each award of a TLR 1 is £1,500; and between each award of a TLR 2 is £1,500.

Leading Practitioners and Leadership Group are not eligible for TLR payments.

A copy of the staffing structure implementation plan is attached as an appendix.

16 Unqualified Teachers

Where the school is unable to recruit a qualified teacher, the Governing Body may recruit an unqualified teacher.

Unqualified Teachers on the Unqualified Pay Range will be paid on the six-point scale on the Unqualified Pay Range attached as an appendix.

Pay progression will be awarded following a successful performance management/appraisal review. Reviews will be deemed to be successful unless significant concerns about standards of performance have been raised in writing with the teacher during the annual performance management/appraisal cycle and have not been sufficiently addressed through support provided by the school.

To complete a year's service an unqualified teacher must be employed for a minimum of 26 weeks on a full or part-time basis during the academic year.

Governors may withhold pay progression where performance during the previous academic year is deemed to have been unsatisfactory. In such cases the unqualified teacher will be notified in writing before the end of the academic year that the Governors are considering such action before they make a final determination. The Governors may at a later date decide to reinstate the pay progression where they consider it appropriate to do so.

17 Recruitment and Retention allowances

Where it deems that there is a strong case to do so, the Governing Body will pay recruitment awards and retention awards to teachers for a maximum of three years. Retention awards may be extended in "exceptional circumstances". The value of any award will be determined on an ad-hoc basis.

The Governing Body will review the level of payment annually.

The Governing Body may enter into a "golden handcuffs" arrangement with an individual where allowances may be accumulated for up to three years and then paid as a lump sum at the end of the defined period, provided that the teacher concerned remains in post.

18 Special Educational Needs Allowances

An SEN allowance of no less than £2085 and no more than £4116 per annum is payable to a classroom teacher in accordance with this paragraph.

The Governing Body must award an SEN allowance to a classroom teacher in accordance with Paragraph 26 of "The Document".

Where a SEN allowance is to be paid, the Governing Body will determine the spot value of the allowance, 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

19 Other Payments

The Governing Body may make such payments as they see fit to a teacher, including a head teacher, in respect of-

(a) continuing professional development undertaken outside the school day;

(b) activities relating to the provision of initial teacher training as part of the ordinary conduct of the school;

(c) 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;

(d) additional responsibilities and activities due to, or in respect of, the provision of services by the head teacher relating to the raising of educational standards to one or more additional schools. This does not apply to the provision of services by a head teacher to a school in relation to which such head teacher has been appointed either on a permanent or on a temporary basis.

Schools may wish to (but are not required to) determine an hourly rate for work undertaken of this nature. This may be an hourly rate as per short notice/supply teachers or a flat rate payment in line with the teacher's level of responsibility and the size of the commitment.

20 Other Teaching Staff

Part-time teachers

Teachers employed on an on-going basis at the school but who work less than a full working day or week are deemed to be part-time. The Governing Body will give them a written statement detailing their working time obligations and the mechanism used to determine their pay, subject to the provisions of the statutory pay arrangements. The mechanism used is to make a calculation based on a pro rata % of a full-time teacher.

NB: The contractual change from September 2005 gives part time teachers entitlement to PPA time pro-rata for full time teachers.

Short notice/supply teachers

Teachers who work on a day-to-day or other short notice basis have their pay determined in line with the statutory pay arrangements in the same way as other teachers. Teachers paid on a daily basis will have their salary assessed as an annual amount, divided by 195 and multiplied by the number of days worked.

Teachers who work less than a full day will be hourly paid and will also have their salary calculated from an annual amount which will then be divided by 1265 to achieve the hourly rate.

With regard to non-teaching experience, the Governors will consider its value to the post held and decide on an individual basis whether or not to grant points for that experience.

Agency workers / individuals

Teachers who work via an employment agency on a temporary basis have their pay determined in line with Agency Workers regulations, which entitles them to the same or no less favourable treatment as comparable employees with respect to basic employment and working conditions, if and when they complete a qualifying period of 12 weeks in a particular job at the school.

21 SUPPORT STAFF

For matters relating to pay and conditions of service for support staff, the Governing Body will follow the nationally agreed guidance contained in the National Agreement on Pay and Conditions of Service for Local Government Services and in the Local Conditions of Service adopted by the County Council.

The Governors will apply the salary provisions and any discretionary supplements for support staff in a fair and equitable manner at all times.

(a) Incremental Enhancement

The Governing Body may award additional increments (up to the maximum of the scale) for special merit or ability.

(b) Working at a Higher Level

Where an employee is temporarily working in a job, which is graded at a higher level the Governing Body may pay the individual on a higher point on the pay spine for that period.

(c) Honoraria

The Governing Body may make a lump sum payment to recognise exceptional or special work that is undertaken on a short-term basis.

(d) Grading

The Governors will apply national grades or grades determined by the County Council's job evaluation scheme.

A member of the support staff may appeal to the Governors if he/she is

dissatisfied with the grading of their post. The Governors will consider whether there has been a substantial change in the duties and responsibilities of the job above the normal variations of duties, which are to be expected.

Whatever job descriptions are agreed for support staff, the Governing Body may seek advice and guidance as to the title and salary grade of the post.

22 JOB RELATIVITY

The Governing Body will seek to ensure that there is proper pay relativity between jobs within the school and will have full regard to the requirements relating to equal pay/value.

23 SALARY SACRIFICE

Lincolnshire County Council childcare voucher scheme is intended to provide employees (including all school staff) with the opportunity to have a proportion of their salary paid in childcare vouchers. Further information about the scheme can be found by calling the Customer Service Centre or the School Business Manager.

24 THE RESOURCING COMMITTEE

The role of the Committee is to implement the School's Pay Policy. The Resourcing Committee also implements the school's Appraisal/Performance Policy. The Committee has fully delegated powers and consists of three members of the Governing Body but will not include the Chairman of Governors.

The Head has the right to attend the Committee. The Committee will seek advice from the Head and/or, if relevant, from the Director of Children's Services (through Human Resources) or the Staff Governor(s).

The Resourcing Committee's terms of reference are as follows:

- To achieve the aims of the whole school Pay Policy in a fair and equal manner
- To apply the criteria set by the whole school Pay Policy
- To observe all statutory and contractual obligations
- To minute clearly the reasons for all decisions
- To have regard for the school's budget
- To keep abreast of relevant developments and to advise the Governing Body when the school's Pay Policy needs to be revised.

Decisions of the Committee will be taken in private, confidentially minuted and reported without comment or discussion to the next meeting of the Governing Body as a confidential item. The individual concerned, The Head (and Human Resources, where relevant) will be notified in writing immediately following the Committee's decision. In the case of pay decisions for teachers, this will be done in accordance with "the Document".

25 APPEALS PROCEDURE

The arrangements for considering appeals are as follows:

A member of staff may appeal against any determination in relation to his or her pay or any other decision taken by the governing body (or a committee or individual acting with delegated authority) that affects his or her pay.

The grounds for appeal are that the Headteacher or the committee which made the decision:

- a) incorrectly applied any provision of the Document;
- b) failed to have proper regard for statutory guidance;
- c) failed to take proper account of relevant evidence;
- d) took account of irrelevant or inaccurate evidence;
- e) was biased; or
- f) otherwise unlawfully discriminated against the teacher.

The order of proceedings is as follows:

1. The member of staff receives written confirmation of the pay determination and where applicable the basis on which the decision was made.
2. If the member of staff is not satisfied, he/she should seek to resolve this by discussing the matter informally with the Headteacher within ten working days of the decision.
3. Where this is not possible or where the member of staff continues to be dissatisfied, he/she may follow a formal appeal process.
4. The member of staff should set down in writing the grounds for questioning the pay decision (which must relate to the grounds as set out above) and send it to the decision-making committee within ten working days of the notification of the decision being challenged or of the outcome of the discussion referred to above.
5. The decision-making committee will provide a hearing within ten working days to allow the member of staff to make representations against the decision in person. Its decision and a subsequent right of appeal (if applicable) will be communicated in writing to the member of staff.
6. Any appeal will be heard by a panel of three governors who were not involved in the original determination normally within 20 working days of the receipt of the written notification of appeal. The member of staff will be given the opportunity to make representation in person and be accompanied by a trade union representative or 'friend' if they so wish. The decision of the appeal panel will be given in writing, and where the appeal is rejected will include a note of the evidence considered and the reasons for the decision. This decision is final and, as this appeals process functions as the staff grievance procedure with regard to pay matters, there is no further recourse to that general procedure.

Procedures for appeals hearings

- Chair of Panel introduces all parties and outlines the procedure
- Appellant and/or representative state their case
- Panel question appellant and/or representative

- Headteacher questions appellant and/or representative
- Headteacher outlines the reason for his decision
- Panel question Headteacher
- Appellant and/or representative question Headteacher
- Headteacher, appellant and/or representative leave the room
- Panel considers all representations and makes a binding decision

NB. For pay appeals by Headteachers, substitute references to 'the Headteacher' with 'the Chair of the Resourcing Committee.'