



Pay Policy

Policy title:	Pay Policy 2023
Function:	For information and guidance about pay procedures for staff at The Blue Coat School. This document forms part of the portfolio of policies designed to inform staff.
Status:	Approved
Statutory guidance:	Burgundy Book: Statutory regulations affecting the employment and conduct of teaching staff (August 2000). The School Teacher's Pay and Conditions Document (2023) Green Book: National Joint Council for Local Government Services National Agreement for pay and conditions of service (May 2018). Implementing your school's approach to pay (Department for Education October 2022)
Audience:	Staff, Leaders, Trustees
Ownership:	Trustee Board/Headteacher/ Director of Resources
Last reviewed:	June 2023
Reviewed by:	Finance and Resource Committee
Next review:	June 2024

Note: Subject to publication of the 2023 School Teachers Pay and Conditions Document and any other relevant directives relating to pay for NJC employees

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Aims and objectives

- 1 At the Blue Coat School our vision is simple. All that we do is focused on developing exceptionally well-rounded individuals with the skills to thrive and positively contribute in a rapidly changing society. This is underpinned by our unrelenting focus on:

Inspiring excellence

Excellence is not something that is simply achieved. It is something that we always strive for so that we can continually create opportunity and enhance the life chances of talented young people from broad and diverse backgrounds. The best is not, however, always the easiest. Our staff and learners will be resilient, and able to overcome barriers and challenges to ensure that potential is unlocked.

Shaping character

Our learners leave us not just knowing how to do things, but how to do things in the right way for the right reasons. That is why humility and integrity are the key pillars of our community, and the basis for how we treat one another. They ensure we have a culture where individuals are treated with care and compassionate respectfulness.

Forging futures

Every member of our community will leave us embracing their strengths and with ambition and aspiration as to how they can contribute positively to the modern world they are entering. Our students will become the leaders of tomorrow.

By extension, our values, approach and ethos are embodied in, and implemented through, our policies and procedures. They are the framework to support all that we do and achieve.

- 2 The purpose of this policy is to:
 - Enable the Board of Trustees to manage the remuneration of both teaching and support staff in a non-discriminatory, responsible and transparent way, which complies with current employment law and school policy on the fair and equal treatment of employees.
 - Maintain and improve the quality of education provided for students in the school by having a whole school pay policy that supports the school improvement plan and reflects the agreed aims of the school.
 - Enable pay decisions to support a sustainable staffing structure that will assist the school to achieve its aims and objectives under the vision and school improvement plan.
 - Support the equitable and objective determination of appropriate pay for staff under the school's performance management policy.
 - Address national recruitment and retention challenges.
 - Provide enhanced career progression opportunities.
 - Review the pay policy annually against the targets set under the school improvement plan, the confines of the agreed resource budget and the Board of Trustees' spending priorities.
 - Work with reference to national framework documents such as:
 - For teachers: The School Teacher's Pay and Conditions Document and statutory regulations affecting the employment and conduct of teaching staff (Burgundy Book).
 - For support staff: National Joint Council for Local Government Services National Agreement for pay and conditions of service (Green Book).

Roles and responsibilities

- 3 The Board of Trustees will:
 - determine the annual pay budget on the recommendation of the Trustees.
 - annually appoint from its members, a Salary review panel with the delegated powers described in its Scheme of Delegation
- 4 The Salary review panel will:
 - consist of three Trustees who are not members of staff at the school and, where appropriate, the Headteacher (except when matters concerning the Headteacher are being considered). Panel members may also receive external advice regarding relevant matters
 - have delegated powers to implement the Pay Policy with reference to approved staffing and financial resource plans in order to achieve the aims of the policy in a fair and equitable manner within statutory and contractual obligations.
- 5 The Headteacher will ensure this policy is communicated to all members of staff and applied consistently.
- 6 The Director of Resources will ensure systems are in place to process accurate and timely payroll and make provision for annual statutory audits of payroll transactions and practices.
- 7 All staff will ensure that they have read and understand all aspects of this policy.

Procedures and practices

Determining salary for new appointments

- 8 On appointment, the Headteacher in consultation with the Director of Resources will determine the starting salary within the approved ranges (Annex A) to be offered to the successful candidate. In determining the starting salary, a range of factors may be taken into account which include, but not limited to:
 - the nature of the post
 - the level of qualifications, knowledge, skills and experience required
 - the wider school context at the time of the application.
- 9 Teachers without qualified teacher status will be placed on a pay range for unqualified teachers.
- 10 Posts and pay ranges are determined by the Trustees through the annual review of the school's staffing structure or mid-year structure changes.
- 11 Teaching and learning responsibility payments for middle leaders will be agreed on appointment, as set out in the agreed staffing structure and the application of the relevant section of this policy.

- 12 The appointment of support staff shall have regard to relevant Department for Education guidance documents on managing staff employment in schools and the Greenbook conditions of service for local government.

The salary ranges for posts shall be influenced with reference to the job description and will take account of the terms and grading for pay of support staff (job evaluation), as set out in the agreed staffing structure.

- 13 The salary range for all senior leadership staff will include consideration of any broader responsibilities that are attached to the role.

The remuneration of the Headteacher will be influenced by reference to the school group size and other factors as outlined in the School Teachers Pay and Conditions Document (STPCD). Trustees may receive advice from the school's advisor when determining the pay of a new Headteacher appointment.

Other senior leadership posts will be paid against a 5-point salary range as determined by the approved staffing structure and in accordance with STPCD.

- 14 Casual appointments will normally be paid in accordance with the agreed structure set out in Annex A.

Pay reviews and pay progression

- 15 All staff will have their performance and pay reviewed annually.

Annual pay progression is not automatic.

The process for performance reviews is set out in the school's Performance Management Policy.

Trustees will make every effort to undertake reviews in accordance with timescales set out in national pay and conditions. Where delays are unavoidable, staff will be informed and the process will be completed as soon as is reasonably possible.

Reviews may also take place at other times of the year to reflect changes to the staffing structure or other changes that impact on the basis for calculating an individual's pay.

- 16 All staff will be provided with an annual salary statement (Annex C) after pay decisions have been ratified by Trustees and will contain details of the annual salary plus any additional payments or safeguarded sums.

The following timeframes will apply:

- Leadership group: changes to take effect from 1st September each year (statement provided during Autumn term)
- Teachers: changes to take effect from 1st September each year (statement provided during Autumn term)
- Support staff: changes to take effect from 1st April each year (where appropriate, statement provided during Summer term). Statements for support are not a statutory requirement.

Progression to upper pay scale

- 17 The salary review panel will make a determination in line with the provisions of this policy on whether an eligible qualified teacher meets the criteria to be paid on the upper pay scale in accordance with STPCD.
- 18 In accordance with the school's Performance management policy, the salary review panel will have regard to the assessments and recommendations in the teacher's recent performance management reports in reaching their decision.
- 19 Eligible qualified teachers will progress to the upper pay scale where the salary review panel is satisfied that:
 - the teacher is highly competent in all elements of the relevant standards
 - the teacher's achievements and contribution to an educational setting or settings are substantial and sustained.

'Highly competent in all elements of the teacher standards' means:

- practice is secure, well-informed and always good or outstanding
- regularly contributes to and enhances the professional development of others through coaching and mentoring, demonstrating effective practice, providing evidence and feedback.

'Substantial and sustained achievements and contribution' means:

- contributes at a strategic level to policy initiatives
- that the teacher makes a distinctive contribution to the raising of student standards
- that the teacher is skilled in collaborating with others and maximises opportunities for staff to work together, sharing responsibility and good practice
- that the teacher contributes more broadly to the life of the Blue Coat School
- that such contribution has been maintained over a period of time. This will usually require the assessor to be assured that the teacher has had at least two consecutive performance management reports evidencing the required standards has been met.

Teaching and learning responsibility payments

- 20 Teaching and learning responsibility payments (TLRs) are awarded to middle leaders as set out in the school's agreed staffing structure.
- 21 TLRs may be paid temporarily to a teacher who is acting into either a vacant post, or is covering the absence of the permanent postholder.
- 22 The following will apply to all Teaching and Learning Responsibilities
the school will be satisfied that the teacher's duties will include a significant responsibility that is not required of all classroom teachers and that,
 - 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;
 - has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils;

- involves leading, developing and enhancing the teaching practice of other staff.

In addition, before awarding a TLR1, the teacher must have line management responsibility for a significant number of people.

- 23 All TLRs will be assessed on an annual basis as part of the annual review of pay outlined earlier in this policy.
- 24 In accordance with STPCD, teachers may not hold more than one TLR1 or TLR2 payments, however a single TLR payment can be based on a job description that itemises several different areas of significant responsibility.
- 25 A TLR payment may be awarded to any teacher where their duties do not naturally fall within the prescribed TLR evaluation framework.

Values of TLRs are in accordance with School Teachers Pay and Conditions and are awarded where additional responsibilities are significant and meet the criteria specified. The level of payment awarded for TLRs will take into account a range of factors which include:

- Application of the agreed evaluation frameworks where applicable to the post
- the number of teaching hours that the teacher has responsibility for
- the number of learning hours that the teacher has responsibility for
- line management responsibility
- school priorities
- Holistic needs of students
- affordability.

Special Educational Needs Allowance

- 26 An SEN allowance will be paid to a teacher in any SEN post that requires a mandatory SEN qualification, as set out in the STPCD.

Recruitment and Retention Allowance

- 27 The Board of Trustees may pay recruitment or retention awards as set out in STPCD for a fixed period of time where it is considered necessary as an incentive to recruit new teachers or retain existing teachers. The expected duration of any incentive paid under this scheme will be clearly communicated at the outset. The payment will be withdrawn at the end of this period.

Other payments

- 28 Out of school hours learning activities
The Board of Trustees does not make payments to staff in relation to participation in out of school learning activities that are unrelated to the delivery of the core curriculum.
- 29 Co-ordinating school teams

Staff who co-ordinate an approved team/group activity, as set out in Annex A, will be awarded an annual payment.

- 30 Initial teacher training
The Board of Trustees may make payments to teachers, as set out in Annex A, for the provision of initial teacher training as part of the general business of school.
- 31 Professional development activities
The Board of Trustees does not make payments to staff in relation to CPD activities outside of the school day.
- 32 Overtime
Support staff who are eligible for overtime payments for undertaking approved activities will be paid in accordance with the terms set out in the Green Book.
- 33 Expenses
Staff may be eligible to claim expenses for a range of activities, including car mileage, on production of an authorised claim form and where appropriate, a valid VAT receipt. All expenses are reimbursed with monthly salaries.
- 34 Other
Trustees reserve the right to make other payments to staff for undertaking additional responsibility as set out in Annex A.

Salary Sacrifice Arrangements

- 35 Salary sacrifice arrangements will apply when the member of staff gives up the right to receive part of their gross salary in return for an agreement to provide a benefit-in-kind under any of the following schemes:
- Child care voucher or other child care benefit scheme
 - Cycle to work (purchase of a bike or safety equipment)

Participation in the scheme has no effect upon the determination of any safeguarded sum to which the employee may be entitled.

Pay appeals

- 36 In the event of an individual seeking reconsideration of a pay decision, they should first seek to resolve the matter informally through discussion with the Headteacher within 10 working days of the notification of the decision.
- 37 Where it is not possible to resolve the matter informally with the Headteacher or the appellant is the Headteacher, or the matter is still unresolved, the individual may clearly set out their grounds for appeal in writing to the school Appeal Panel within 10 working days of the original decision, or the outcome of the informal discussion.

The following list, which is not exhaustive, includes the usual grounds for appeal against a pay related decision:

- whether the school has applied the pay policy correctly;

- whether the school has had due regard for statutory guidance;
- whether the school has taken proper account of relevant evidence;
- whether the school has checked evidence appropriately;
- whether the school has discriminated against an employee.

38 The Appeal Panel will consist of Trustees who were not involved in the original decision-making process.

The Appeal Panel will convene a hearing at the earliest opportunity to consider the individual's grounds for appeal and afford the opportunity for them to make representations in person, and if desired, be accompanied by a trade union representative or work colleague.

39 The Appeal Panel will make every effort to hear the appeal within 20 working days of receipt of the grounds for appeal and, where possible, give the individual at least 10 working days' notice of the date of appeal hearing (Annex D).

40 If the appellant wishes to submit any written evidence as part of their appeal they must do so at least 5 working days prior to the appeal hearing.

41 The individual will be notified of the outcome of the hearing at the earliest opportunity, but usually within 10 working days of the hearing.

42 The appeals process fulfils the function of the grievance procedure and therefore pay decisions cannot be reopened under the general grievance procedure. The decision of the Appeal Panel is final.

Access to records

43 Staff may have access to their salary records through the school's Information Policy for subject access requests.

Monitoring, review and evaluation

44 The Board of Trustees will ensure that the procedures, practices, outcomes and impact of this policy are monitored, reviewed and evaluated.

45 The Board of Trustees reserves the right to change this policy at any time, subject to prior consultation. Staff will be notified of any changes which may affect their future pay progression.

46 The Board of Trustees will regularly consider its approach and the affordability of pay-related decisions underpinned by this policy to ensure the staffing resource/pay budget continues to support the vision and school improvement plans.

47 The Headteacher will ensure that:

- the Board of Trustees is presented with the necessary information to rigorously evaluate the effectiveness of performance management processes;
- evidence supporting pay-related recommendations is moderated and quality assured to ensure fairness, appropriateness and consistency.

Annex A: Pay Ranges

Leadership 2023	
L10	58959
L13	63430
L14	65010
L15	66628
L16	68400
L17	69970
L18	67350
L21	77195
L22	79112
L23	81070
L24	83081
L25	85146
L26	87253
L27	89414
L28	91633
L29	93902
L30	96239
L31	98616
L32	101067
L33	103578
L34	106138
L35	108776
L36	111470
L37	114240
L38	117067
L39	119921

Teacher	
M1	30000
M2	31737
M3	33814
M4	36051
M5	38330
M6	41333
UPS 1	43266
UPS 2	44870
UPS 3	46252

Unqualified teacher
From 20598

Support staff		
Pt		Grades / JE Points
1	20258	1
2	20441	
3	20812	2
4	21189	
5	21575	
6	21968	
7	22369	3
8	22777	
9	23194	
10	23620	4
11	24054	
12	24496	
13	24948	
14	25409	
15	25878	
16	26357	
17	26845	
18	27344	5
19	27852	
20	28371	
21	28900	
22	29439	
23	30151	
24	31099	6
25	32020	
26	32909	
27	33820	
28	34723	
29	35411	7
30	36298	
31	37261	
32	38296	
33	39493	
34	40478	
35	41496	
36	42503	8
37	43516	
38	44539	
39	45495	
40	46549	
41	47573	9
42	48587	
43	49590	
44	50577	
45	51576	

Teaching and Learning Responsibility payment	
TLR3 – level determined by project responsibilities and in accordance with STPCD	
2C	3214
2B	5528
2A	7847
1C	9272
1B	11585
1A	13636

Special Educational Needs Allowance	
Range 2539 - 5009	

Other payments (Annual)	
Clerk to trustees	1,200
1 st Aid appointed person	550
Extra-curricular teams	550
Health&Safety Co-ord	1,500
Initial Teacher Training – formula determined annually	

Casual posts (Hrly rate)	
Lunch Duty	15.00
Invigilation	10.42 – 11.69
Supply cover	26.00

Annex B: TLR Review framework

For Curriculum Team Leaders:

Date:	
Post:	Curriculum Team Leader

In what ways does this post focus on teaching and learning?	The main responsibility of this post is to lead and manage the work of teachers within the department.
In what ways does this post require a teacher's professional skills and judgement?	The post-holder will be required to monitor, evaluate and guide other teachers, using their knowledge of good practices in the subject.
In what ways does this post require leadership, management and development of students or a curriculum area?	The post-holder will be responsible for the implementation and delivery of the curriculum to ensure students develop and apply their knowledge, understanding and skills in this subject area.
In what ways does this post impact on the educational progress of students?	The post-holder is responsible for the outcomes of all students who take this subject.
In what ways does this post involve leading and developing the teaching practices of other staff?	The post-holder will have line management or subject responsibility for staff who teach this subject and be expected to support, challenge and develop pedagogy in this subject.

Yr	Hours per class	Number of classes	Total teaching hours	Number of students	Total learning hours
7					
8					
9					
10					
11					
12					
13					
			Total		Total

Responsible for		Other relevant notes
FTE Staff		
Qualifications		

Based on the above, this post has been evaluated as:

TLR 1 £9272 - £13636			TLR 2 £3214 - £7847			TLR 3 £639 - £3169
A 13636	B 11585	C 9272	A 7847	B 5528	C 3214	

For Subject Coordinators:

Date:	
Post:	Co-ordinator

In what ways does this post focus on teaching and learning?	The main responsibility of this post is to support the Curriculum Team Leader in leading and managing the work of teachers in the department.
In what ways does this post require a teacher's professional skills and judgement?	The post-holder will be required to support the Curriculum Team Leader in the monitoring, evaluation and guiding of other teachers, using their knowledge of good practice in the subject.
In what ways does this post require leadership, management and development of students or a curriculum area?	The post-holder will be responsible for the implementation and delivery of a specific part of the curriculum (see below table) to ensure students develop and apply their knowledge, understanding and skills in this subject area.
In what ways does this post impact on the educational progress of students?	The post-holder is responsible for the outcomes of students who take this subject in the area identified (see below table).
In what ways does this post involve leading and developing the teaching practices of other staff?	The post-holder will have line-management or subject responsibility for some of the staff who teach this subject and be expected to contribute to the support, challenge and development of pedagogy in this subject.

Yr	Hours per class	Number of classes	Total teaching hours	Number of students	Total learning hours
7					
8					
9					
10					
11					
12					
13					
			Total		Total

Responsible for		Other relevant notes
FTE Staff		Formula:
Qualifications		

Based on the above, this post has been evaluated as:

TLR 1 £9272 - £13636			TLR 2 £3214 - £7847			TLR 3 £639 - £3169
A	B	C	A	B	C	
13636	11585	9272	7847	5528	3214	

For key Stage Leaders:

Date:	
Post:	Key Stage Leader

In what ways does this post focus on teaching and learning?	The main responsibility of this post is to lead and manage the work of form teachers in preparing, supporting and developing students' readiness to learn across the curriculum.
In what ways does this post require a teacher's professional skills and judgement?	The post-holder will be required to monitor, evaluate and guide form teachers using their knowledge of good practice for the age group specified below.
In what ways does this post require leadership, management and development of students or a curriculum area?	The post-holder will be responsible for the effective use of form time to ensure students in the age group specified below develop the right habits, attitude and conduct for high quality learning.
In what ways does this post impact on the educational progress of students?	The post-holder will provide high quality welfare and pastoral intervention that supports the overall achievements and progress of all students in designated key stages.
In what ways does this post involve leading and developing the teaching practices of other staff?	The post-holder will have team leader responsibility for all form staff in the age group specified and be expected to support, challenge and develop practice in this age group.

Total number of students on roll		
Total number of pupil premium students		
The number of students on levels 1-3 of vulnerability list		
The number of students on level 4 of vulnerability list		
The number of EAL students		

Responsible for		Other relevant notes
Number of form tutors		

Based on the above, this post has been evaluated as:

TLR 1 £9272 - £13636			TLR 2 £3214 - £7847			TLR 3 £639 - £3169
A 13636	B 11585	C 9272	A 7847	B 5528	C 3214	

Annex C: Annual salary statements

For all leadership positions:

Name:	
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Salary:

Pay scale:	
Reference point on pay scale:	
FTE:	
(a) Salary FTE value from 01.09.....:	

Other non-contractual payments:

Payment:	
Reason for payment:	

Safeguarding:

Date of Safeguarding:	
End date:	
Reason for Safeguarding:	
Values at inception:	
(a)Salary:	
(b)Safeguarded sum:	
(c)Total combined (a+b):	

**guidance on safeguarding can be found in STPCD 2023*

As outlined in the school's Pay Policy, you have the right to appeal against this salary review. Appeals should be made in writing within 10 working days of receipt of this statement.

S Yates
Headteacher

A G Hughes
Director of Resources

Signed on behalf of the Salary review panel

For all teacher positions:

Name:	
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Salary:

Pay scale:	
Reference point on pay scale:	
FTE:	
(b) Salary FTE value from 01.09.....:	

Teaching and learning responsibility:

TLR Level:	
(b) FTE value from 01.09.....:	
Nature of significant responsibility for which TLR was awarded:	
End date (eg if TLR 3):	

(c) Combined Salary Value (a+b):	
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Other non-contractual payments:

Payment:	
Reason for payment:	

Safeguarding:

Date of Safeguarding:	
End date:	
Reason for Safeguarding:	
Values at inception:	
(d)Salary:	
(e)Safeguarded sum:	
(f)Total combined (d+e):	

**guidance on safeguarding can be found in STPCD 2023*

As outlined in the school's Pay Policy, you have the right to appeal against this salary review. Appeals should be made in writing within 10 working days of receipt of this statement.

S Yates
Headteacher

A G Hughes
Director of Resources

Signed on behalf of the Salary review panel

For all support staff positions:

Name:	
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Salary:

Pay scale:	
Scale point range:	
Reference point on pay scale:	
FTE:	
Salary FTE value from 01.04.2023	

Additional note:

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Other non-contractual payments:

Payment:	
Reason for payment:	

As outlined in the school's Pay Policy, you have the right to appeal.
Appeals should be made in writing within 10 working days of receipt of this statement.

S Yates
Headteacher

A G Hughes
Director of Resources

Signed on behalf of the Salary review panel

Annex D: Salary review appeal agenda

Date:			
Time:		Venue:	
Led by:	Chair of Salary review appeal		
Attended by:	Salary review appeal panel Employee and representative Salary review panel representative and Headteacher (where appropriate) Clerk		
Apologies from:			

Fire safety – evacuation arrangements in the event of an emergency

Nº	Item	Lead
1	Introductions and outline of hearing procedure	Chair of Salary review appeal panel
2	Employee's statement of case (grounds for appeal)	
3	Questions of statement of case by Headteacher/Salary review panel	
4	Questions of statement of case by Salary review appeal panel members	Salary review appeal panel
5	Salary review panel/Headteacher statement of case	
6	Questions of statement of case by employee	
7	Questions of statement of case by Salary review appeal panel members	Salary review appeal panel
8	Summing up by employee/representative	
9	Summing up by Headteacher/Salary review panel	
10	Salary review appeal panel deliberation (employee and school representatives leave)	Salary review appeal panel

Meeting closed at:

Note:

***An appeal by the Headteacher will be modified accordingly**