



Durham Johnston

POLICY FOR THE DETERMINATION OF TEACHERS' PAY

2016-2017

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Policy for the Determination of Teacher' Pay

This document is an adjunct to the Appraisal Policy which will be reviewed in the autumn term of 2016. It should be read in conjunction with it.

1. INTRODUCTION

This policy should be read in conjunction with the provisions of the schools current Teacher Pay Policy and 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 2016 and guidance on school teachers' pay and conditions (STPCD) and has been consulted on with staff and the recognised trade unions.

In adopting this pay policy we aim to fulfil the aims of the school plan for academic excellence, social justice and preparing children for a global future.

In pursuance of this we wish to

- maximise the quality of teaching and learning at Durham Johnston
- support the recruitment and retention of high quality teachers
- enable Durham Johnston to recognise and reward teachers properly
- ensure that decisions about pay are managed fairly, justly and transparently.

Pay decisions at this school are made by the First (Pay Review) Committee of the Governing Body.

2. PAY REVIEWS

The Governing Body will seek to 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.

Reviews may take place at other times of the year to reflect any changes in circumstances or job description that lead to a change in the basis for calculating an individual's pay. A written statement will be given after any review and where applicable will give information about the basis on which it was made.

Where a pay determination leads or may lead to the start of a period of safeguarding, the Governing Body will give the required notification as soon as possible and no later than one month after the date of the determination.

3. BASIC PAY DETERMINATION ON APPOINTMENT

The Governing Body will determine the pay range for a vacancy prior to advertising it. In this school full account will be taken of a candidate's current teaching salary and experience when assessing the starting salary. On appointment the Governing Body will determine the starting salary within that range to be offered to the successful candidate.

In making such determinations, the Governing Body will take into account a range of factors, including:

- a. The candidate's current teaching salary
- b. the nature of the post
- c. the level of qualifications, skills and experience required

d. the wider school context

This school will adopt the following pay scale, and will be bound by STRB pay recommendations:

ASSOCIATE TEACHERS	SEPTEMBER 2016
PT 1	16,461
PT 2	18,376
PT 3	20,289
PT 4	22,204
PT 5	24,120
PT 6	26,034

MAIN PAY RANGE	SEPTEMBER 2016
M1	22,467
M2	24,243
M3	26,192
M4	28,207
M5	30,430
M6b	33,160

UPPER PAY RANGE	SEPTEMBER 2016
UPR1	35,571
UPR1+	36,228
UPR2	36,889
UPR2+	37,258
UPR3	38,250

Durham Johnston will not restrict the pay range advertised for or starting salary and pay progression prospects available for teaching posts, other than the minimum of the MPS and the maximum of the UPR.

Durham Johnston will always take a candidate's previous salary and experience into account when setting a salary on recruitment.

TLR 1 and 2

In this school, TLR 1 and 2 posts will be established and distributed in accordance with STPCD and the staffing structure agreed by Finance, Grounds, Premises and HR Committee. Allowances for TLR 1 and 2 this academic year also receive a 1% uplift.

TLRs	September 2016
1d	12,896
1c	11,137
1b	9,379
1a	7,621
2c	6,448
2b	4,398
2a	2,639

TLR 3 Teaching & Learning Responsibility Payment

TLR3 allowances will be made available to classroom teachers who undertake a clearly time-limited non-recurrent school improvement project where there is a clearly identified need and the project is required for the fulfilment of the School Plan. Awards of TLR3 will therefore only be made on occasion and when appropriate.

The annual value of any TLR3 paid will be between £500 and £2,500 per annum, paid pro-rata for the duration of the fixed-term. This will be based on the complexity and duration of the school improvement project and be made clear when the post is advertised.

The duties undertaken will be focused on teaching and learning and meet the same criteria as for existing TLR payments, but without the leadership responsibilities.

A TLR 3 post holder will be notified in writing of the remit of the post, the value of the TLR, the expected outcomes of the project prior to the start of the work and its duration.

Leading Practitioner Teachers

Teachers holding a role as Leading Practitioner will be appointed on an individual pay scale and awarded pay progression after each successful appraisal within this pay scale.

	September 2014 Leading Practitioners
1	38,984
2	39,960
3	40,957
4	41,980
5	43,023
6	44,193
7	45,289
8	46,334
9	47,491
10	48,710
11	49,976
12	51,126
13	52,405
14	53,712
15	55,042
16	56,510
17	57,809
18	59,856

Leadership team

Leadership team members will be appointed on an individual pay scale and awarded pay progression after each successful appraisal within this pay scale.

LEADERSHIP RANGE	SEPTEMBER 2015
L1	38,984
L2	39,960
L3	40,958
L4	41,978

L5	43,023
L6	44,102
L7	45,290
L8	46,335
L9	47,492
L10	48,711
L11	49,976
L12	51,127
L13	52,405
L14	53,712
L15	55,049
L16	56,511
L17	57,810
L18	59,264
L19	60,733
L20	62,240
L21	63,779
L22	65,363
L23	66,982
L24	68,643
L25	70,349
L26	72,089
L27	73,876
L28	75,708
L29	77,583
L30	79,514
L31	81,478
L32	83,503
L33	85,579
L34	87,694
L35	89,874
L36	92,099
L37	94,389
L38	96,724
L39	90,081
L40	101,554
L41	104,091
L42	106,699
L43	108,283

Headteacher Groups and Related Pay Ranges – STPCD limits

G1	58,677
G2	63,147
G3	67,963
G4	73,144
G5	80,671
G6	88,984
G7	98,100
G8	108,283

4. PAY PROGRESSION BASED ON PERFORMANCE

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. The arrangements for teacher appraisal are set out in the school's teacher appraisal policy.

From September 2014, decisions regarding pay progression will be made with reference to the teachers' appraisal reports and the pay recommendations they contain. In the case of NQTs, whose appraisal arrangements are different, pay decisions will be made 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 and a process of continued dialogue, review and support between the Headteacher and staff. The school will ensure fairness by ensuring the appraiser is well equipped to lead and manage the process. Appraisers will be trained for the role and their performance moderated by the Headteacher or members of the Leadership Group. In this school, the Headteacher will take responsibility for monitoring and moderating the consistency of objectives and assessments, and for making the final recommendation to the First (Pay Review) Review Committee.

The evidence we will use for pay progress will be gathered by teacher Appraisal. From September 2014 teachers' appraisal reports will contain pay recommendations. Final decisions about whether or not to accept a pay recommendation will be made by the First (Pay Review) Review Committee of the Governing Body, having regard to the appraisal report and taking into account advice from the senior leadership team. The Committee will work with Governors' Finance, Grounds, Premises and HR Committee to ensure that appropriate funding is allocated for pay progression at all levels. If a teacher wishes to appeal against a negative judgement they have the right to state their case at the First Review Committee.

The rate of progression will be differentiated according to an individual teacher's performance and will be on the basis of absolute criteria. Judgements of performance will be made against the extent to which teachers have met their individual objectives, the Teachers' Standards 2013 and the Standards for the Upper Pay range (formerly known as the Post-threshold or P standards). Teachers will progress to the next level of the discretionary pay scale if they meet the Teachers' Standards 2012 and the Standards for UPR where appropriate, in full.

Judgements of performance will be made against Appraisal objectives, on the understanding that a teacher is already fulfilling the Teachers' Standards 2012 for the main pay scale, and the Standards for UPR. Teachers will receive pay progression subject to Governor approval if they meet those standards and have met Appraisal objectives. Pay progression will be available unless concerns about standards of performance, raised in writing with the teacher during the annual Appraisal cycle, remain unaddressed by the teacher despite support provided by the school.

Teachers will be eligible for 1 point up the discretionary main pay scale, or half a point on the upper pay range if they meet all their objectives and are assessed as fully meeting the relevant standards.

Teachers will be eligible for 2 points up the discretionary main pay scale, or 1 full point at UPS if they exceed all their objectives, are assessed as fully meeting the relevant standards and

all of their teaching is consistently assessed as outstanding.

The insertion of half points (shown as 1+ and 2+) on the upper pay scale is new. This facilitates a teacher being able to be assessed for progression every year for 5 years on the UPS.

5. MOVEMENT TO THE UPPER PAY RANGE

Applications and Evidence

Any qualified teacher may apply to be paid on the upper pay range and any such application must be assessed in line with this policy. It is the responsibility of the teacher to decide whether or not they wish to apply to be paid on the upper pay range.

Applications may be made at least once a year. Applications must be received by 31 October and will be effective from 1 September. In this school applications for progression onto the Upper Pay Spine will be accepted from classroom teachers who are at the top of the main pay scale.

If a teacher is simultaneously employed at another school, he or she may submit separate applications if he or she wishes 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 from September 2014 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). Applicants should apply in writing to the Headteacher. Completed applications should contain evidence from two successive successful Appraisals.

The Assessment

An application from a qualified teacher will be successful where the Governing Body 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.

In making its decision the Governing Body will have regard for the two most recent appraisal reviews. Reviews will be deemed successful unless significant concerns have been raised in writing with the teacher during the annual appraisal cycle and have been insufficiently addressed through support provided by the school by the conclusion of that process.

The application will be assessed robustly, transparently and equitably by the Headteacher who will make the initial assessment and recommendation to the First (Pay Review) Review Committee.

6. PROCESSES AND PROCEDURES

The assessment will be made within 10 working days when the applicant will be informed of the date of the next First (Pay Review) Review Committee. If deemed successful by the Pay Review Committee of the Governing Body, all applicants will move to the upper pay range from 1st September. All applications will commence at the

lowest point of the pay range and will have the opportunity to progress annually in line with the new Regulations. If unsuccessful, feedback will be provided by the Headteacher within 10 working days of the decision. Any further appeal against a decision not to move the teacher to the upper pay range will be heard under the processes of the current Teacher Pay Policy.

7. PART-TIME TEACHERS

Teachers employed on an ongoing basis at the school but who work less than a full working week are deemed to be part-time. The Governing Body will give them a written statement detailing their working time obligations and the standard mechanism used to determine their pay, subject to the provisions of the statutory pay and working time arrangements and by comparison with the school's timetabled teaching week for a full-time teacher in an equivalent post.

8. SHORT NOTICE and SUPPLY TEACHERS

Teachers employed on a day-to-day or other short notice basis will be paid on a daily basis calculated on the assumption that a full working year consists of 195 days; periods of employment for less than a day being calculated pro-rata.

9. PAY INCREASES ARISING FROM CHANGES TO THE DOCUMENT

All teachers are paid in accordance with the statutory provisions of the Document as updated from time to time and in accordance with the current School Teacher Pay Policy.

10. MONITORING THE IMPACT OF THE POLICY

The Governing Body will monitor the outcomes and impact of this policy each year, by an Annual Report from the Headteacher to the Governors' First (Pay Review) Review Committee. This will include trends in progression across specific groups of teachers to assess its effect and the school's continued compliance with equalities legislation. The Headteacher will involve teacher union representatives in this process.

Please read this in conjunction with the Teachers' Standards 2012 and the Standards for the Upper Pay Range, as used in Teacher Appraisal at Durham Johnston, on the documents used for Appraisal.

Michael Wardle
October 2016