



INSPIRING EXCELLENCE TOGETHER

The Children First Learning Partnership Whole School Pay Policy 2024-2025

(Version 4)

The Pay Policy in respect of the Children First Learning Partnership has been discussed and adopted by the Directors Board after consultation with Unions

Chair of

Mrs N Chell

Responsible

CEO – Mrs A Rourke

Agreed and ratified by the Directors

11th December 2024

To be reviewed:

Autumn 2025

1.Contents

2.Policy Statement.....	3
3.Policy Principles.....	3
4.Roles and Responsibilities	4
5. Teachers Annual Pay Award	4
5.1 Approach to Teachers Pay	4
5.2 Changes to the Model Pay Policy.....	5
5.3 Annual Pay Review.....	5
6.Leadership Group Pay	5
6.1 Three Stage Process to Determine Leadership Pay	5
6.2 Headteachers / Principals Pay (including Heads of School)	6
6.3 Executive Heads	7
6.4 Wider Leadership Pay (Assistant / Deputy)	7
6.5 Pay Progression for Leadership Group	7
7 Teachers Pay	8
7.1 Determining Teachers Pay on Appointment.....	8
7.2 Pay Progression for Teachers	8
7.3 Teachers on Main Pay Range.....	9
7.4 Early Career Teachers	10
7.5 Unqualified Teachers.....	10
7.6 Teachers on Upper Pay Range.....	10
8 Progression to the Upper Pay Range.....	10
8.1 The Application	11
8.2 The Assessment	11
8.3 The Outcome	12
8.4 Appeals Process	12
9 Allowances and Other Payments.....	12
9.1 Special Educational Needs (SEN) Allowance	12
9.2 Teaching and Learning Responsibility (TLR) Payments.....	13
9.2.2 TLR1 and TLR2	13
9.2.3 TLR1 Only	14
9.2.4 TLR3 (time limited)	14
9.2.5 TLRs and Safeguarding	14
9.3 Recruitment & Retention Payments.....	14
9.4 Additional Payments	15
9.5 Acting Allowance	15
9.6 Unqualified Teachers Allowance.....	15
10 Safeguarding of Salary (pay protection)	16

11 Working Arrangements	16
11.1 Part- time employees	16
11.2 Supply teachers	16
12 Salary Sacrifice Arrangements	17
13 Appeals regarding pay decisions (Teachers)	17
13.1 The Appeals Procedure	17
13.2 The Appeals Committee	18
14 Support Staff	18
14.1 Support Staff Framework	18
14.2 Determining support staff pay on appointment	19
14.3 Pay Progression for Support Staff	19
14.4 Regrades and Regrade Appeal Process	19
14.5 Staffing structure changes	19
14.6 Honoraria	20
15 Apprentices	20
16 Monitoring the policy	20
17 Further Information	20
18 Version Control	36

Appendix 1	1(a) Statutory Teachers Pay Ranges 1(b) LGA Pay Circular with advisory / model pay scales 1(c) Trust Pay Structure for Support Staff 1/4/2024 (based on SCC Pay Structure)
Appendix 2	Roles and Responsibilities
Appendix 3	Application to Upper Pay Range

2. Policy Statement

The purpose of the Children First Learning Partnership Pay Policy is to set out the framework for making decisions on pay for teachers and support staff including the procedures for determining appeals.

It has been developed to comply with current legislation; the statutory requirements of the School Teachers Pay and Conditions Document ([STPCD](#)) and the Conditions of Service for School Teachers in England and Wales (the Burgundy Book); the Department for Education guidance [Managing Teacher and Leaders Pay](#); the NJC Green Book and the locally agreed 'Framework for Support Staff Profiles' and is compliant with:

- the Employment Relations Act 1999(47),
- the Equality Act 2010(48),
- the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000(49) and;
- the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002(50).

This policy is reviewed annually and has been developed in consultation with the relevant trade unions and professional associations.

It is acknowledged that staff who will TUPE transfer into the Trust will be paid in line with transferred terms and conditions (including pay protection, allowances etc) until such time as alternative terms are consulted upon and agreed with recognised unions.

3. Policy Principles

The aim of this pay policy is to:

- Support the recruitment and retention of a high-quality workforce.
- Enable schools within the Children First Learning Partnership to recognise and reward employees appropriately for their contribution.
- Ensure pay decisions and pay progression are compliant with the national pay framework as specified in the annually published School Teachers Pay & Conditions Document ([STPCD](#)), the Burgundy Book and NJC Green Book.
- Ensure that pay decisions are made using objective criteria so that there is no discriminatory effect on any group of employees with a protected characteristic under the Equality Act 2010.
- Ensure that the health, safety and wellbeing of employees is considered, and that the policy has a minimum impact on their workload.
- Ensure that implementation of the pay award complies with the National Minimum and Living Wage.

4. Roles and Responsibilities

Pay decisions are made by the Director Board which may delegate pay responsibilities to the Finance Audit Resource and Risk Committee (FARRC). The Finance Audit Resource and Risk Committee shall establish and review the pay policy, subject to the approval of the Directors Board and have the authority to take pay decisions on behalf of the Board of Directors in line with the policy. The role and responsibilities of the Finance Audit Resource and Risk Committee are outlined at **Appendix 2**. When taking pay decisions, the Finance Audit Resource and Risk Committee must have regard to both the pay policy and the staffing structure. The Pay Policy and staffing structure should be made available to all employees.

It is acknowledged that staff who have TUPE transferred into the Trust will be paid in line with transferred terms and conditions until such time as alternative terms are consulted upon and agreed with recognised unions.

5. Teachers Annual Pay Award

September 2024

As per the School Teachers Pay and Conditions Document 2024 ([STPCD](#)) the following has been agreed:

- A minimum of 5.5% increase will be applied to all pay and allowance ranges and advisory points.
- Any payments as a result of this year's pay award (2024/25) or due to annual pay progression decisions for all eligible teachers following appraisal (for 2023/24) will be back dated to 1 September 2024.

The pay ranges including the STPCD advisory pay points for main pay, upper pay and the unqualified teachers' pay range (UTPR) from 1 September 2024 can be found in **Appendix 1(a)**

5.1 Approach to Teachers Pay

The Local Government Association (LGA) circular detailing the STPCD advisory pay points for main, upper and unqualified teachers' pay ranges and model pay points for all other pay ranges can be found in **Appendix 1(b)**. The Children First Learning Partnership is adopting these advisory pay points.

Annual Pay progression

As per the STPCD 2024/25 it is no longer a statutory requirement that annual pay progression for teachers must be based on performance determined during the annual

appraisal. The statutory requirement to make a pay decision following the completion of the appraisal process remains.

Further guidance on pay progression decisions are detailed in Sections 6.5 and 7.2.

5.2 Changes to the Model Pay Policy

The Children First Learning Partnership will consult trade unions/professional associations and staff with regard to the local provisions of their pay policy.

Consultation must take place with a representative who is authorised to negotiate on behalf of the trade unions / professional associations.

The Children First Learning Partnership will discuss any changes they may be considering with their HR provider in the first instance.

5.3 Annual Pay Review

The Finance Audit Risk and Resource Committee (FARRC) will ensure that every teacher's salary is reviewed annually, with effect from 1 September and no later than 31 October. In the case of headteachers, the deadline is 31 December. All teachers must be 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 employee's pay.

Where a pay review leads to a period of safeguarding (pay protection) the Children First Learning Partnership must inform the employee as soon as possible but no later than one month after the date of the decision.

6. Leadership Group Pay

The determination of leadership group pay introduced in the STPCD 2014 should only be applied to individuals appointed to a leadership post on or after 1 September 2014, or whose responsibilities have significantly changed on or after that date.

6.1 Three Stage Process to Determine Leadership Pay

A three-stage process should be adopted by Finance Audit Resource and Risk Committee (FARRC) to determine leadership pay. This provides greater flexibility to make pay decisions to attract a CEO, headteachers and other members of the leadership team.

The three stages are detailed below, and further guidance can be found in the [DfE Guidance 'managing Teacher and Leaders Pay'](#)

1. Define the role and determine the headteacher group (calculate the total unit score for the school in accordance with part 2 of the [STPCD](#)).
2. Set the indicative pay range (consider the complexities of the school's internal and external factors).
3. Decide the starting salary within the individual pay range (taking into consideration relevant skills and attributes, ensuring room for progression as additional allowances are now restricted).

Adopting this approach will ensure that pay is reflective of the complexities of the school and use of allowances to enhance pay should not apply in most cases as these determinations should now be made from the outset.

6.2 Headteachers / Principals Pay (including Heads of School)

Within the Trust the CEO, Headteachers, Executive Headteacher and Heads of School must be paid within the current statutory pay range detailed in **Appendix 1(a)**.

Within the Trust, the headteachers pay ranges are:

	England and Wales	
	Min	Max
Group 1	£56,316	£74,926
Group 2	£59,167	£80,634
Group 3	£63,815	£86,783
Group 4	£68,586	£93,400
Group 5	£75,675	£103,010
Group 6	£81,441	£113,624
Group 7	£87,651	£125,263
Group 8	£96,673	£138.265

The [STPCD](#) describes how headteachers pay is calculated within a school using the school unit total (modified unit total in the case of special schools) which identifies the headteacher group.

Individual pay ranges for headteachers may be whatever length the Finance Audit Resource and Risk Committee (FARRC) deems appropriate (within the nationally agreed pay ranges), as per 6.2 and may or may not include fixed scale points.

Pay ranges for headteachers should be no less than the group minimum and should not normally exceed the maximum of the headteacher group. However, the headteacher's pay range may exceed the maximum where the relevant body determines that circumstances specific to the role or candidate warrant a higher than normal payment. However, this would be in agreement with the CEO and Board of Directors.

The Board of Directors must ensure that the maximum of the CEO and headteacher's pay range and any additional payments does not exceed the maximum of the headteacher group by more than 25% other than in exceptional circumstances; in such circumstances, the Board of Directors must seek external independent advice before providing such agreement and support its decision with a written business case.

Should there be a requirement to make temporary payments to headteachers for undertaking additional responsibilities further advice can be found in the [STPCD](#).

6.3 Executive Heads

Pay determination for executive heads (a headteacher responsible and accountable for more than one school) should be based on the calculation of the total number of pupil units across all schools, see 5.1. The Finance Audit Resource and Risk Committee (FARRC) should then determine the headteacher's starting point in that range. There is an expectation that temporary arrangements will be time-limited and subject to regular review and the maximum duration should be no longer than two years.

Consideration needs to be given to the remuneration of deputy and assistant heads who, as a result of the headteacher's role, take on additional responsibilities. An increase in remuneration should only be agreed where the post accrues additional extra responsibilities as a result of the headteacher's enlarged role, it is not automatic.

6.4 Wider Leadership Pay (Assistant / Deputy)

Wider leadership roles must be paid within the current statutory pay range detailed in **Appendix 1(a)**.

Within the Children First Learning Partnership, the Wider Leadership posts of Assistant Heads are linked to the group size of each school.

For wider leadership posts, the Finance Audit Resource and Risk Committee (FARRC) should consider how the role fits within the leadership structure of the school. The pay range for a deputy or assistant headteacher should only overlap the headteacher's pay range in exceptional circumstances. Individual pay ranges for deputy and assistant headteachers may be of whatever length the Finance Audit Resource and Risk Committee (FARRC) deems appropriate (within the nationally agreed Leadership pay range), allowing room for progression, and may or may not include the model pay points.

6.5 Pay Progression for Leadership Group

The CEO will be appraised annually by the Board of Directors supported by a suitably skilled and experienced external adviser or an internal board member who has been appointed by or given responsibility by the Board of Directors for that purpose. The Headteachers and Heads of School will be appraised by the CEO.

Wider leadership group pay will be reviewed annually. The headteacher will propose a pay progression decision to the Finance Audit Resource and Risk Committee (FARRC) following appraisal for all wider leadership roles.

As per the [STPCD](#) the Finance Audit Resource and Risk Committee (FARRC) must decide how pay progression will be determined within the agreed pay range, subject to the following:

- a recommendation on pay must be made in writing as part of the individual's appraisal report, and in making its decision the Finance Audit Resource and Risk Committee (FARRC) must have regard to this recommendation;
- the pay decision must be confirmed to the leadership member in writing along with the reasons for the pay decision and provide the right of appeal against the pay decision.

This pay policy determines that members of the leadership group will receive a pay award in line with local pay progression arrangements following an appraisal, which may include enhanced progression where appropriate.

Pay Progression for Leadership group will be subject to the same criteria as described in 7.2

7 Teachers Pay

Teachers must be paid within the current statutory pay ranges detailed in **Appendix 1(a)**.

7.1 Determining Teachers Pay on Appointment

On appointment the Finance Audit Resource and Risk Committee (FARRC) will determine the starting salary to be offered to the successful candidate within the appropriate pay range.

In making such determinations, the Finance Audit Resource and Risk Committee (FARRC) will consider a range of factors including:

- the nature of the post
- the nature of the qualifications, skills and number of years' experience required
- the wider school structure
- current salary (consider the principles of pay portability as detailed in the [DfE Guidance 'Managing Teachers and Leaders pay'](#))

7.2 Pay Progression for Teachers

This policy determines that a Teacher will receive pay progression in line with the local pay progression arrangements (which may include enhanced progression where appropriate) following their appraisal. Teachers pay will be reviewed annually. The Finance Audit Resource and Risk Committee (FARRC) must decide how pay progression will be determined within the relevant pay range, subject to the following:

- All teachers can expect to receive regular, constructive feedback on their performance and development 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 appraisal policy.
- A written pay recommendation is required for every teacher following the outcome of the school’s appraisal arrangements and in making its decision Finance Audit Resource and Risk Committee (FARRC) must have regard to this recommendation.

The criteria used when making decisions on pay progression within the Trust is:

Automatic Pay Progression

Annually teachers should expect to receive automatic pay progression within the maximum of their pay range unless they are subject to formal performance improvement procedures. Pay progression will be immediately reinstated at the point of successfully exiting the formal performance improvement process.

This pay policy determines that a teacher will receive pay progression in line with local pay progression arrangements (which may include enhanced progression where appropriate) following a successful appraisal.

As per the [STPCD](#) the expectation is that good classroom teachers should normally reach the maximum of the main pay range within five years.

If a teacher is unlikely to meet their objectives, this should be discussed with them in a timely manner and well in advance of the final appraisal meeting.

All pay related decisions will be taken in accordance with relevant equalities legislation, Employment Relations Acts and Part-time Workers and Fixed-term Employees Regulations. Appropriate consideration will be given where staff have been absent for long periods e.g. due to sickness or maternity leave. Schools should consider an employee’s performance either before or after a period of absence and consideration must be given on a case-by-case basis. When a teacher returns to work from maternity leave, the school must give the employee any pay increase that they would have received, following the appraisal, had they not been on maternity leave. Schools should refer to their HR provider for further advice.

7.3 Teachers on Main Pay Range

Within the Children First Learning Partnership the teachers main pay range is:

Main Pay Range	£31,650	£43,607
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Pay progression for teachers on the Main Pay Range will be subject to arrangements as described in 7.2.

7.4 Early Career Teachers

In the case of ECTs, whose appraisal arrangements are different, pay decisions will be made by means of the [Induction for early career teachers \(England\)](#) set out in the Education (Induction Arrangements for School Teachers) England (Regs 2012).

ECTs should not be negatively affected by the extension of the induction period from one to two years. This change does not prevent awarding pay progression to ECTs at the end of the first year.

7.5 Unqualified Teachers

Within the Children First Learning Partnership the teachers Unqualified Pay Range is:

Unqualified Range	£21,731	£33,902
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Unqualified teachers' pay progression will be subject to performance and as described in 7.2.

Upon obtaining qualified teacher status (QTS) an unqualified teacher must be transferred to a salary within the main pay range for teachers. The teacher must then be paid a salary which is the same as, or higher than, the sum of the salary in the unqualified pay range (including any safeguarded sum payable) as the Finance Audit Resource and Risk Committee (FARRC) considers to be appropriate.

7.6 Teachers on Upper Pay Range

Within the Children First Learning Partnership the Upper Pay Range is:

Upper Pay Range	£45,646	£49,084
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Pay progression for teachers on the Upper Pay Range will be subject to arrangements as described in 7.2.

8 Progression to the Upper Pay Range

Qualified teachers may apply to progress to the Upper Pay Range once a year in line with the assessment criteria set out below. It is the responsibility of the teacher to decide whether they wish to apply to be paid on the Upper Pay Range.

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. Schools are not bound by any pay decision made by another school.

Schools should avoid confusing or conflating the criteria and factors for the award of TLR payments with the criteria for movement to the upper pay range, both within the context of additional responsibilities, objective-setting and when making pay decisions.

8.1 The Application

A template 'Upper Pay Range Application Form' is provided in **Appendix 3**.

A teacher wishing to apply to progress to the Upper Pay Range should submit their application no later than **31 October** each year.

All applications should include the results of the most recent appraisal, under the Appraisal Regulations 2012, including any recommendation on pay. Evidence should be proportionate and readily available from day-to-day practice in school. When such information isn't available e.g., those returning from maternity leave or sickness absence, a written statement and summary of evidence designed to demonstrate the applicant has met the assessment criteria can be submitted by the applicant providing evidence from previous appraisals.

Applications should be submitted to the Executive Head or Headteacher (as applicable).

8.2 The Assessment

The assessor must be qualified to undertake the assessment. Within the Children First Learning Partnership the assessment will be undertaken by Executive Head or Headteacher (as applicable) via consultation with the CEO.

The assessor will then submit their recommendation to the Finance Audit Resource and Risk Committee regarding the outcome of the application along with the reasons for their recommendation.

An application from a qualified teacher will be successful where the Finance Audit Resource and Risk Committee (FARRC) is satisfied that:

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

For the purposes of this pay policy:

- **'highly competent'** may mean

Experience and practice which is not only good enough to provide coaching or mentoring to other teachers but 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 to meet the relevant standards and develop their teaching practice.

- **‘substantial’** may mean

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 pupils’ standards, take advantage of appropriate opportunities for professional development and use outcomes effectively to improve pupils’ learning.

- **‘sustained’** may mean

Maintained continuously over a significant period of time which would normally be no more than two years. Within this Trust the period considered is 2 years for both full time and part time employees.

8.3 The Outcome

The assessment should be made within 10 working days of the receipt of the application or the conclusion of the appraisal process, whichever is later.

If successful, a teacher will move to the Upper Pay Range from the previous 1 September and will normally be placed on the bottom of the range.

If unsuccessful, face to face supportive and developmental feedback will be provided then followed up in writing by the headteacher as soon as possible and at least within 5 working days of the decision.

8.4 Appeals Process

Any appeal against a decision not to move a teacher to the Upper Pay Range will be heard under the general appeals arrangements set out in Section 13.

9 Allowances and Other Payments

Allowance ranges prescribed annually within the [STPCD](#) are detailed within **Appendix 1(a)**

9.1 Special Educational Needs (SEN) Allowance

The eligibility criteria for a teacher to receive a SEN allowance is set out in the [STPCD](#)

The value of the SEN allowance within the trust are:

	England and Wales	
	Min	Max
SEN	£2,679	£5,285

When deciding on the amount of the allowance to be paid, the Finance Audit Resource and Risk Committee (FARRC) will consider the structure of the school's SEN provision, whether any mandatory qualifications are required for the post, the qualifications or expertise of the teacher relevant to the post, and the relative demands of the post.

If, as a result of a change in the school's staffing structure the Finance Audit Resource and Risk Committee (FARRC) determines that a teacher's duties will no longer attract a SEN allowance, safeguarding principles will apply as outlined in the [STPCD](#).

9.2 Teaching and Learning Responsibility (TLR) Payments

The values of the TLRs to be awarded within the Trust are:

	England and Wales	
	Min	Max
TLR 2	£3,391	£8,279

The Finance Audit Resource and Risk Committee (FARRC) should award a TLR payment to a classroom teacher for undertaking a sustained additional responsibility, for the purpose of ensuring the continued delivery of high-quality teaching and learning and for which the teacher is made accountable.

9.2.1 Eligibility Criteria

A TLR 1 and 2 will be paid while a teacher remains in the same post or occupies another post temporarily in the absence of a post-holder who is eligible for a TLR. Unqualified teachers may not be awarded TLRs. Teachers cannot hold a TLR1 and TLR2 concurrently but a teacher in receipt of either a TLR1 or TLR2 may also hold a concurrent TLR3.

9.2.2 TLR1 and TLR2

Before awarding a TLR, the Finance Audit Resource and Risk Committee must be satisfied that the teacher's duties include a significant responsibility that is not required of all classroom teachers, and that it-

- a) is focused on teaching and learning;
- b) requires the exercise of a teacher's professional skills and judgement;
- c) requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum;

- d) has an impact on the educational progress of pupils' other than the teacher's assigned classes or groups of pupils'; and
- e) involves leading, developing and enhancing the teaching practice of other staff.

Both TLR 1 and 2 are pro-rated for part time workers.

9.2.3 TLR1 Only

Before awarding a TLR 1, the Finance Audit Resource and Risk Committee (FARRC) 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.

9.2.4 TLR3 (time limited)

Before awarding a TLR 3, the Finance Audit Resource and Risk Committee (FARRC) must be satisfied that the significant responsibility referred to in the previous paragraphs apply, except:

- c) requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum; and
- e) involves leading, developing and enhancing the teaching practice of other staff.

The Finance Audit Resource and Risk Committee (FARRC) will ensure that the use of TLR3 applies only to clearly time limited school improvement projects or one-off externally driven responsibilities and where there is a genuine development or operational need. TLR3's should not be awarded consecutively for the same responsibility unless that responsibility relates to tutoring to deliver catch-up support to pupils on learning lost during the pandemic.

TLR3 payments will not be used to replace or otherwise limit teachers' pay progression on the Main, Upper or Leading Practitioner Pay Ranges. A TLR3 is not pro-rated for part time staff.

9.2.5 TLRs and Safeguarding

If, as a result of a change in the school's staffing structure, the Finance Audit Resource and Risk Committee (FARRC) determines that a teacher's duties will no longer attract a TLR 1 or TLR 2, safeguarding principles will apply as outlined in the [STPCD](#).

Teachers in receipt of a safeguarding payment who are temporarily paid a TLR sum to cover the responsibilities of a permanent post-holder will revert to their safeguarded allowance when the period of temporary cover finishes.

TLR3 payments are not subject to safeguarding.

9.3 Recruitment & Retention Payments

The Finance Audit Resource and Risk Committee (FARRC) may make such payments or provide such other financial assistance, support or benefits to a teacher as it considers to be necessary as an incentive for the recruitment of new teachers and the retention of existing teachers.

The Finance Audit Resource and Risk Committee (FARRC) should make clear at the outset the value, expected duration of any incentive and benefits and the review date after which they may be withdrawn.

The Board of Directors will conduct annual review of all incentives, support or benefits.

The CEO, Headteachers, deputy headteachers and assistant headteachers may not be awarded recruitment and retention payments other than as reimbursement of reasonably incurred housing or relocation costs.

For further guidance on recruitment and retention payments please refer to the [STPCD](#).

9.4 Additional Payments

The Finance Audit Resource and Risk Committee may agree additional payments to a teacher, other than the CEO or a headteacher, 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 headteacher;
- d) additional responsibilities and activities due to, or in respect of, the provision of services relating to the raising of educational standards to one or more additional schools.

As per the [STPCD](#) teachers are not eligible for honoraria payments. Within the Children First Learning Partnership additional payments are not made, however the criteria above may be used by our schools to identify potential instances that they see fit in consultation with the CEO.

9.5 Acting Allowance

Where a teacher temporarily carries out duties of a headteacher, deputy headteacher or assistant headteacher, the Finance Audit Resource and Risk Committee (FARRC), within the period of four weeks beginning on the day on which such duties are first assigned, will determine whether or not an 'acting allowance' should be paid.

Where agreed, the acting allowance should be paid from the day the duties commence and ensure that the teacher's total remuneration is not lower than the minimum of the respective pay range for the period of the acting up.

9.6 Unqualified Teachers Allowance

The Finance Audit Resource and Risk Committee (FARRC), may determine that it is appropriate to pay an additional allowance to an unqualified teacher where it considers, in the context of its staffing structure and pay policy, that the teacher has:

- A. taken on a sustained additional responsibility which:
 - i. is focused on teaching and learning; and
 - ii. requires the exercise of a teacher's professional skills and judgment; or

- B. qualifications or experience which bring added value to the role being undertaken.

10 Safeguarding of Salary (pay protection)

Where pay decisions are taken which lead to a teacher receiving safeguarding, they will be given written notification as soon as possible and no later than one month after the decision.

Circumstances which may lead to safeguarding are;

- Where the school staffing structure has changed.
- Where the duties and responsibilities which have led to the payment of a TLR 1 or 2 are no longer required.
- Where the governing body agrees to reduce the number of teachers within the leadership or leading practitioner ranges.
- Where the governing body lower a pay range applicable to teachers within the leadership leading practitioner group.

A safeguarded sum will not be increased during the safeguarding period. The safeguarded sum will be payable for a maximum period of three years from the relevant date as per the [STPCD](#).

Teachers entitled to safeguarding in excess of £500 may be required to undertake additional responsibilities commensurate with the safeguarded sum for the period of safeguarding.

There is provision for teachers who occupy another post on a temporary basis to have their safeguarding restored on return to their original post (unless it would otherwise have ceased).

For more information, please refer to the [STPCD](#).

11 Working Arrangements

11.1 Part-time employees

The Children First Learning Partnership will apply the provisions of the [STPCD](#) in relation to part-time teachers' pay and working time and ensure that no employee receives less favourable treatment by virtue of the fact that they work part-time.

11.2 Supply teachers

Supply teachers hired directly will be paid in accordance with the [STPCD](#). The pay of supply teachers employed via agencies is determined via the agency concerned.

12 Salary Sacrifice Arrangements

A salary sacrifice arrangement refers to any arrangement under which an employee gives up the right to receive part of their gross salary in return for the employer's agreement to provide them with a benefit-in-kind.

13 Appeals regarding pay decisions (Teachers)

A teacher may request a review of any decision taken in relation to their pay due to one or more reasons specified in the list below, which is not exhaustive.

- a) Incorrectly applied any provision of the relevant conditions of service or pay policy.
- 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 otherwise unlawfully discriminated against the employee.

13.1 The Appeals Procedure

It is recommended that a teacher is informed of a pay recommendation before it is ratified by the Finance Audit Resource and Risk Committee (FARRC). The opportunity to discuss a pay decision before it is made may also mitigate the need for a formal appeal. The recommended order of proceedings is as follows:

1	The teacher is informed of the pay recommendation and the basis on which the recommendation has been made.
2	If the teacher is not satisfied, he/she should seek to resolve this by discussing the matter informally (normally with the headteacher).
3	Following the discussion, the pay recommendation will be submitted to the Finance Audit Resource and Risk Committee (FARRC) and their decision will be communicated to the teacher in writing.
4	Where the teacher continues to be dissatisfied, he/she may follow a formal appeal process.
5	The teacher should set down in writing the reason(s) for questioning the pay decision as defined in point 13. Above and send it to the chair of the appeal committee normally within 10 working days of receiving the outcome. This time limit may be extended by either side if sufficient reason is given.
6	The teacher should be invited to an appeal meeting where they and the appeal committee can discuss the original pay decision, ask questions and provide further information relevant to the decision.
7	Following the appeal, the committee must reach a decision and relay this to the teacher in writing as soon as possible, normally no later than 5 working days, including their rationale for reaching the decision

13.2 The Appeals Committee

Any appeal should be heard by a panel of three Directors who were not involved in the original determination. The teacher will be given the opportunity to make representations in person or may wish to delegate this to their representative.

For any formal hearing or appeal the teacher is entitled to be accompanied by a work colleague or union representative. Each step and action of this process must be taken without unreasonable delay. The timing and location of the formal meeting must be reasonable and there should be opportunity to re-schedule if necessary. The formal meeting must allow both parties to explain their cases.

The process is consistent with the provisions of employment law. The appeal committee's decision is final and, as per the [STPCD](#), there is no recourse to the general staff grievance procedure.

Further guidance on the appeals procedure and the appeal hearing can be found in the [DfE Guidance 'Managing Teachers and Leaders Pay'](#). Schools may also wish to obtain further advice regarding appeals from their HR provider.

14 Support Staff

The Children First Learning Partnership current pay structure for support staff is detailed in **Appendix 1** based on the SCC Pay Structure.

All support staff employed within the Children First Learning Partnership will be paid in accordance with the conditions of service agreed by the National Joint Council (NJC) for Local Government Services (referred to as the "Green Book" in this policy).

The [Framework of Support Staff Profiles](#) and Pay and Grading Structure form part of this Pay Policy. The Children First Learning Partnership pay structure consists of sixteen grades which incorporate the nationally agreed NJC pay spine.

14.1 Support Staff Framework

The Children First Learning Partnership has adopted Staffordshire Council's Framework of Support Staff Profiles to ensure that the requirements of the Single Status Agreement 1997 are met. The Board of Directors has the power to determine the job description and person specifications within the Framework that match the duties and responsibilities covered by positions within the support staffing structure for the school.

The pay and grading of support staff, attached to the framework, is determined by the single status pay and grading structure agreed by the County Council and the recognised Green Book trade unions from 1 April 2019. In adopting the Single Status Pay and Grading Structure and Framework the Governing Body is assured that all decisions will be based on a fair and objective approach to pay and grading according to criteria laid down in the relevant national agreements.

The pay structure is based on a 'points to pay' relationship, determined through a job evaluation process therefore ensuring equal pay for work considered of equal value.

14.2 Determining support staff pay on appointment

All support staff will be appointed to a profile within the [Framework of Support Staff Profiles](#).

As the Children First Learning Partnership's pay structure reflects a points-to-pay relationship the points attached to each post within the Framework determine the salary (grade) that will be paid.

Each grade has a number of spinal column points (SCPs) within it. New employees will normally start at the bottom of the grade unless there is a market forces issue which requires consideration to appoint further up the grade.

Support staff increment annually to the next SCP on 1 April until they reach the maximum of the assigned grade. If an employee commences in role between 1 October and 31 March, they increment on the 6-month anniversary of their start date and then 1 April thereafter until the maximum of the grade is reached.

Where an employee moves from one post to another of the same grade, they should be appointed to the same spine reached. If an employee is promoted from one grade to the next and the grades overlap, where the employee is on the maximum of the old grade, they should be appointed to the second spine in the new grade.

14.3 Pay Progression for Support Staff

In April of each year employees will automatically move to the next SCP within the grade until they reach the maximum of the grade. In addition, employees will receive any nationally agreed cost of living pay increase.

Support staff will receive an annual appraisal in line with the Schools Appraisal Policy however there should be no link between performance and pay progression as incremental progression is based on time in post including the maximum spine within each grade.

14.4 Regrades and Regrade Appeal Process

The Grading Policy which outlines the regrade process and appeal mechanism for support staff can be found on the Children First Learning Partnership website.

14.5 Staffing structure changes

The staffing structure is normally reviewed annually. When this review covers the support staff structure the Board of Directors (through the Finance Audit Resource and Risk Committee) will use the Framework of Support Staff Profiles to determine the positions within the support staff structure and the pay grade applicable to the post.

Where applicable, pay protection for support staff is three years for employees on grades 1 to 11 and one year for employees on grade 12 upwards, or until their salary exceeds the protected pay value, whichever falls sooner. During this time no pay awards are payable and once the protected value is reached employees will be paid at the top of the grade of the post they have been redeployed into. For further guidance governing bodies should refer to their HR provider.

14.6 Honoraria

The NJC “Green Book” requires that there should be arrangements for recognising temporary additional duties where an employee ‘acts up’ in the absence of a more senior employee or assumes additional responsibilities. The higher salary should be backdated to the first day the acting up or additional duties commenced. This does not apply, however, if the absence is due to annual leave. The trust should refer to their HR Provider for guidance on honoraria.

15 Apprentices

Apprentices must be paid at least the Government’s National Minimum Wage rates. Those on a post-graduate teaching apprenticeship must be paid in accordance with the minimum of the unqualified teachers’ pay range for the training period.

16 Monitoring the policy

The Board of Directors will monitor the outcomes and impact of this policy annually, including trends in progression across specific groups of teachers, to assess its effect and the Trust’s continued compliance with equalities legislation.

17 Further Information

- [Equality Act 2010: advice for schools](#)
- [School Teachers’ Review Body STRB reports](#)
- [School teachers' pay and conditions document 2024](#)
- [DfE Guidance ‘managing Teachers and Leaders Pay’](#)

Appendix 1a

Statutory Pay Ranges & Advisory Pay Points - 1 September 2024

The statutory pay ranges as specified in the School Teachers Pay and Conditions Document 2024 are:

Headteacher Pay Ranges

	England and Wales	
	Min	Max
Group 1	£56,316	£74,926
Group 2	£59,167	£80,634
Group 3	£63,815	£86,783
Group 4	£68,586	£93,400
Group 5	£75,675	£103,010
Group 6	£81,144	£113,624
Group 7	£87,651	£125,263
Group 8	£96,673	£138,265

Main Pay & Upper Pay Ranges including Advisory Pay points

Main Pay Range	Advisory Pay Points
M1 (MPR Minimum)	£31,650
M2	£33,483
M3	£35,674
M4	£38,034
M5	£40,439
M6 (MPR Maximum)	£43,607
Upper Pay Range (UPR)	Advisory Pay Points
U1 (UPR Minimum)	£45,646
U2	£47,388
U3 (UPR Maximum)	£49,084

Unqualified Pay Range including Advisory Pay Points

Unqualified Pay Range	Advisory Pay Points
U1 (UTPR Minimum)	£21,731
U2	£24,224
U3	£26,716

U4	£28,914
U5	£31,410
U6 (UTPR Maximum)	£33,902

Other Teachers Pay Ranges

	England and Wales	
	Min	Max
Leadership	£49,781	£138,265
Leading Practitioner	£50,025	£76,050

Allowances Ranges

	England and Wales	
	Min	Max
TLR 1	£9,782	£16,553
TLR 2	£3,391	£8,279
TLR 3	£675	£3,344
SEN	£2,679	£5,285

Appendix 1b



LGA pay reference circular - Schoolteachers' pay 2024/25

17 August 2024

Dear colleague,

LGA pay reference circular - School teachers' pay 2024/25

Introduction

The Department for Education (DfE) is expected to publish the final, updated School Teachers' Pay and Conditions Document (STPCD)2024 around 18 October 2024 (backdated to 1 September 2024). Local authorities and other school employers have continued to request that we publish this circular early so that they can plan in anticipation of the proposed pay uplifts being agreed as detailed in the **current draft STPCD 2024** , but please remember that this is being published while the official consultation period is still running. (<https://www.local.gov.uk/system/files/2024-07/workforce%20-%20Draft%20Consultation%202024%20STPCD%20non%20tracked%20with%20correct%202024%20pay%20figures%20%28002%29.pdf>)

Headlines on teachers' pay 2024

The Government has accepted the School Teachers' Review Body's (STRB's) recommendations in full for 2024 which includes the 5.5 percent uplift to all pay points and allowances for both teachers and leaders.

Process and timeline for completion of the 2024 pay cycle

The Government's deadline for statutory consultee's (including **NEOST**) to respond to the proposed pay award (draft STPCD 2023) is 12 pm on 7th October 2024. Once the Government has had time to consider the consultation responses, the final STPCD 2024 will be laid in parliament for a 21-calendar day 'praying period' to enable Members of Parliament (MPs) to raise any objections. The DfE have estimated this will take place around 8 November 2024. This is the statutory process and while in theory this means an MP could submit changes to the STPCD, this has never happened in practice (hence the requests for us to publish this circular as early as possible, which we are doing but also reminding colleagues of that important detail). (<https://www.local.gov.uk/our-support/workforce-and-hr-support/education-and-young-people/national-employers-organisation>)

Pay reference points

Greater flexibility was introduced into the pay arrangements for school teachers in 2014. Although in recent years the STPCD has included advisory pay points for the Unqualified Teacher, Main and the Upper Pay Ranges. However, this does not include advisory pay points for the leadership pay ranges. The last time we were able to issue joint guidance with the teaching unions on reference points was in 2014. From 2015 onwards our aim has been to set out within this circular,

issues that will influence local decision-making and then to calculate what we think are likely to be the most common models.

It is recognised that some authorities and schools will have local pay structures, which have not followed the STPCD advisory pay points. You will note that the STPCD Advisory Main Pay Range pay points do not include points 6a and 6b, which have been used by some local authorities and schools and have been a past feature of the LGA modelled pay scales, up to 2019. The STPCD does not contain guidance on how assimilation onto the proposed advisory pay points should be managed in these cases, and local authorities and schools

will need to determine (in consultation with their unions and staff representative bodies) an appropriate methodology and timescale where they choose to move to the published advisory pay points.

The **NEOST view** based on feedback from our stakeholders is that the majority of schools still welcome the clarity of a consistent pay spine, produced and shared by the LGA, across all the pay ranges. School pay policies for 2023/24 will have set out the basis for determining the level of any pay progression for the school's teachers and leaders from 1 September 2024.

(<https://www.local.gov.uk/national-employers-organisation-school-teachers-neost>)

For the avoidance of doubt, we are not recommending any particular approach be taken.

The **appendix** contains, the **proposed** STPCD 2024 advisory pay spine for the Unqualified Teachers, Main and Upper Pay Ranges.

Please note, points 18*, 21*, 24*, 27*, 31*, 35*, 39* and 43 on the Leadership Pay Range are the proposed salary figures for headteachers at, or moving to, the top of the school group ranges only. These different figures are a legacy of the 2015 STPCD which provided for no uplift to the maxima of the eight head teacher group ranges.

All the **information relating to 2024 Teachers' pay and the STRBprocess, including the tracked changed draft STPCD 2024** can be found on the LGA website. ([https:// www.local.gov.uk/our-support/workforce-and-hr-support/education -and-young-people/school-teachers/school-teachers-14](https://www.local.gov.uk/our-support/workforce-and-hr-support/education-and-young-people/school-teachers/school-teachers-14))

Yours faithfully,

Selena Lansley

Senior Adviser (Workforce and Negotiations)

Appendix

Proposed unqualified teacher pay range

Proposed STPCD Unqualified teachers' pay range - advisory reference points 2024/25					
		England	Fringe area	Outer London	Inner London
Minimum	U1	21,731	23,140	25,758	27,252
	U2	24,224	25,630	28,252	29,745
	U3	26,716	28,123	30,744	32,238
	U4	28,914	30,319	32,947	34,436
	U5	31,410	32,813	35,438	36,925
Maximum	U6	33,902	35,305	37,932	39,417

Proposed main pay range

Proposed STPCD Main Pay Range - advisory reference points 2024/25					
		England	Fringe Area	Outer London	Inner London
Minimum	M1	31,650	33,075	36,413	38,766
	M2	33,483	34,974	38,318	40,609
	M3	35,674	37,141	40,322	42,536
	M4	38,034	39,495	42,430	44,556
	M5	40,439	41,870	45,000	47,069
Maximum	M6	43,607	45,037	48,532	50,288

Proposed Upper Pay Range

		England	Fringe Area	Outer London	Inner London
Proposed STPCD Upper Pay Range - advisory reference points 2024/25					
Minimum	U1	45,646	47,031	50,210	55,415
	U2	47,338	48,719	52,068	58,138
Maximum	U3	49,084	50,471	53,994	60,092

Proposed leading practitioners' pay range

		England	Fringe Area	Outer London	Inner London
Proposed STPCD Leading Practitioners pay range – min. and max. pay range 2024/25					
Minimum		50,025	51,403	53,994	59,478
Maximum		76,050	77,430	80,022	85,509

Proposed discretionary leadership reference points 2024/25

	England	Fringe Area	Outer London	Inner London
Proposed discretionary leadership reference points 2024/25				
1	49,781	51,151	53,731	59,186
2	51,027	52,400	54,980	60,439
3	52,301	53,675	56,247	61,718

	England	Fringe Area	Outer London	Inner London
Proposed discretionary leadership reference points 2024/25				
4	53,602	54,983	57,556	63,017
5	54,939	56,320	58,893	64,360
6	56,316	57,693	60,266	65,731
7	57,831	59,213	61,787	67,251
8	59,167	60,540	63,117	68,583
9	60,644	62,019	64,593	70,055
10	62,202	63,576	66,152	71,614
11	63,815	65,188	67,762	73,225
12	65,286	66,665	69,239	74,702
13	66,919	68,298	70,873	76,331
14	68,586	69,964	72,531	78,000
15	70,293	71,665	74,239	79,700
16	72,162	73,539	76,112	81,577
17	73,819	75,206	77,773	83,236

	England	Fringe Area	Outer London	Inner London
	Proposed discretionary leadership reference points 2024/25			
18*	74,926	76,289	78,841	84,249
18	75,675	77,051	79,630	85,092
19	77,552	78,926	81,508	86,967
20	79,475	80,857	83,426	88,891
21*	80,634	82,006	84,550	89,957
21	81,441	82,825	85,396	90,856
22	83,464	84,843	87,409	92,878
23	85,529	86,904	89,477	94,939
24*	86,783	88,150	90,694	96,106
24	87,651	89,033	91,602	97,068
25	89,830	91,205	93,779	99,241
26	92,052	93,432	96,000	101,462
27*	93,400	94,758	97,307	102,714
27	94,332	95,708	98,281	103,741

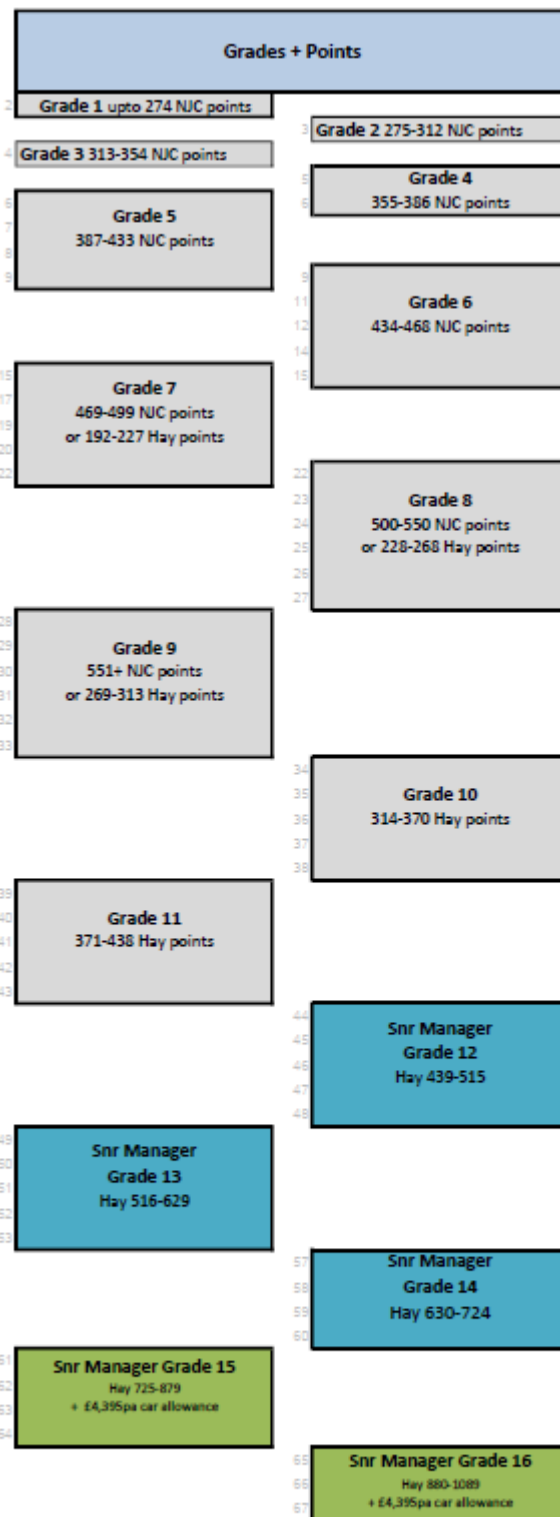
	England	Fringe Area	Outer London	Inner London
	Proposed discretionary leadership reference points 2024/25			
28	96,673	98,045	100,623	106,083
29	99,067	100,444	103,013	108,483
30	101,533	102,901	105,479	110,944
31*	103,010	104,377	106,925	112,333
31	104,040	105,420	107,995	113,456
32	106,626	108,007	110,573	116,036
33	109,275	110,656	113,228	118,690
34	111,976	113,356	115,928	121,391
35*	113,624	114,990	117,534	122,945
35	114,759	116,140	118,708	124,174
36	117,601	118,977	121,547	127,011
37	120,524	121,903	124,477	129,943
38	123,506	124,884	127,458	132,918
39*	125,263	126,623	129,172	134,581

	England	Fringe Area	Outer London	Inner London
	Proposed discretionary leadership reference points 2024/25			
39	126,517	127,890	130,464	135,927
40	129,673	131,056	133,628	139,092
41	132,913	134,290	136,865	142,334
42	136,243	137,623	140,190	145,656
43*	138,265	139,632	142,178	147,586

*These points are the maximum salaries for the eight head teacher group ranges

Appendix 1c SCC Pay Structure 01.04.2024

SCP	Salary at 01/04/2024	Monthly Salary	Hourly Rate (37 Hrs)	Hourly Rate (32.5 Hrs)
2	£23,656	£1,971.33	£12.26	£13.96
3	£24,027	£2,002.25	£12.45	£14.18
4	£24,404	£2,033.67	£12.65	£14.40
5	£24,790	£2,065.83	£12.85	£14.63
6	£25,183	£2,098.58	£13.05	£14.86
7	£25,584	£2,132.00	£13.26	£15.10
8	£25,992	£2,166.00	£13.47	£15.34
9	£26,409	£2,200.75	£13.69	£15.58
11	£27,269	£2,272.42	£14.13	£16.09
12	£27,711	£2,309.25	£14.36	£16.35
14	£28,624	£2,385.33	£14.84	£16.89
15	£29,093	£2,424.42	£15.08	£17.17
17	£30,060	£2,505.00	£15.58	£17.74
19	£31,067	£2,588.92	£16.10	£18.33
20	£31,586	£2,632.17	£16.37	£18.64
22	£32,654	£2,721.17	£16.93	£19.27
23	£33,366	£2,780.50	£17.29	£19.69
24	£34,314	£2,859.50	£17.79	£20.25
25	£35,235	£2,936.25	£18.26	£20.79
26	£36,124	£3,010.33	£18.72	£21.32
27	£37,035	£3,086.25	£19.20	£21.85
28	£37,938	£3,161.50	£19.66	£22.39
29	£38,626	£3,218.83	£20.02	£22.79
30	£39,513	£3,292.75	£20.48	£23.32
31	£40,476	£3,373.00	£20.98	£23.88
32	£41,511	£3,459.25	£21.52	£24.50
33	£42,708	£3,559.00	£22.14	£25.20
34	£43,693	£3,641.08	£22.65	£25.78
35	£44,711	£3,725.92	£23.17	£26.38
36	£45,718	£3,809.83	£23.70	£26.98
37	£46,731	£3,894.25	£24.22	£27.58
38	£47,754	£3,979.50	£24.75	£28.18
39	£48,710	£4,059.17	£25.25	£28.74
40	£49,764	£4,147.00	£25.79	£29.37
41	£50,788	£4,232.33	£26.32	£29.97
42	£51,802	£4,316.83	£26.85	£30.57
43	£52,805	£4,400.42	£27.37	£31.16
44	£53,885	£4,490.42	£27.93	£31.80
45	£54,968	£4,580.67	£28.49	£32.44
46	£56,074	£4,672.83	£29.06	£33.09
47	£57,061	£4,755.08	£29.58	£33.67
48	£58,185	£4,848.75	£30.16	£34.33
49	£59,319	£4,943.25	£30.75	£35.00
50	£60,460	£5,038.33	£31.34	£35.68
51	£61,596	£5,133.00	£31.93	£36.35
52	£62,724	£5,227.00	£32.51	£37.01
53	£63,864	£5,322.00	£33.10	£37.69
57	£67,881	£5,656.75	£35.18	£40.06
58	£69,527	£5,793.92	£36.04	£41.03
59	£71,174	£5,931.17	£36.89	£42.00
60	£72,817	£6,068.08	£37.74	£42.97
61	£80,232	£6,686.00	£41.59	£47.34
62	£82,183	£6,848.58	£42.60	£48.50
63	£84,140	£7,011.67	£43.61	£49.65
64	£86,095	£7,174.58	£44.63	£50.80
65	£95,083	£7,923.58	£49.28	£56.11
66	£97,409	£8,117.42	£50.49	£57.48
67	£99,735	£8,311.25	£51.70	£58.85



Appendix 2

Roles and Responsibilities

Role and responsibility of the Finance Audit Resource and Risk Committee (FARRC) of the Board of Directors

The **Finance Audit Resource and Risk Committee (FARRC)** will comprise at least three Directors (in line with CFLP's formal meeting/hearing procedure guidelines).

Establishment of the policy

The Children First Learning Partnership is responsible for:

- Establishing the policy, in consultation with the head teacher, staff and trade union representatives.

The **Board of Directors** is responsible for:

- Formal approval of the policy. Monitoring and review of the policy
- Reviewing the policy annually, in consultation with the head teacher, staff and trade union representatives.

The **Finance Audit Resource and Risk Committee (FARRC)** is responsible for:

- considering an annual report, including statistical information, on decisions taken in accordance with the terms of the policy.

Application of the policy

The head teacher is responsible for:

- ensuring that pay recommendations for the deputy and assistant head teacher(s), classroom teachers and support staff are made and submitted to the **Finance Audit Resource and Risk Committee (FARRC)** in accordance with the terms of the policy.
- advising the **Finance Audit Resource and Risk Committee (FARRC)** on its decisions; and
- ensuring that staff are informed of the outcome of decisions of the **Finance Audit Resource and Risk Committee (FARRC)** on and of the right of appeal.

The **Finance Audit Resource and Risk Committee (FARRC)** is responsible for:

- taking decisions regarding the pay of the deputy and assistant head teacher(s), classroom teachers and support staff following consideration of the recommendations of pay reviewers and the advice of the head teacher.
- taking decisions regarding the pay of the head teacher following consideration of the recommendations of the Directors responsible for the head teacher's performance review.
- taking decisions regarding Central Team pay
- submitting reports of these decisions to the Board of Directors and
- ensuring that the head teacher is informed of the outcome of the decision of the **Finance Audit Resource and Risk Committee (FARRC)** on and of the right of appeal.

The Appeals Pay Committee of the Directors is responsible for:

- taking decisions on appeals against the decisions of the **Finance Audit Resource and Risk Committee (FARRC)** in accordance with the terms of the appeals procedure of the policy.

Appendix 3

Upper pay Range Application/ Form

UPPER PAY RANGE APPLICATION/ FORM

(Can be made once a year by 31 October)

Teacher's Details:

Name _____

Post _____

PM/Appraisal Details (INSERT):

Years covered by planning/review statements

Schools covered by planning/review statements

Evidence to be provided:

(Evidence should be proportionate and readily available from day-to-day practice in school).

- Evidence that you are highly competent in all elements of the relevant standards.
- That your achievements and contribution to the school have been substantial and sustained over the relevant period of your application.

Declaration:

I confirm that at the date of this application for assessment to cross the threshold I meet the eligibility criteria and I submit performance management/appraisal planning and review statements and any other supporting information covering the relevant period.

Date _____

Applicants Signature $\frac{X}{x}$ _____

The signed proforma should be appended to the Teacher's appraisal planning record statement.

Document and Version Control

Version	Date	Amendment	By
V2	03.11.21	4. Introduction of advisory pay points for the unqualified teacher pay range.	CEO
V2	03.11.21	<ul style="list-style-type: none"> 4. A consolidated award for teachers whose full-time equivalent basic earnings are less than £24,000 	CEO
V2	03.11.21	<ul style="list-style-type: none"> 6.4 Amendment to reflect change from NQT to ECT 	CEO
V3	Sep 2023	<ul style="list-style-type: none"> STPCD a minimum of 6.5% uplift to all pay ranges and allowances. apart from a higher uplift for M1 of 7.1% 	People Services, Pay & Reward
V3	09.11.2023	<ul style="list-style-type: none"> Added section about TUPE staff (section 3) 	COO
V3	09.11.2023	<ul style="list-style-type: none"> Removed part of section 4.1 about Covid 	COO
V3	09.11.2023	<ul style="list-style-type: none"> Removed lead practitioners as not applicable 	COO
V3	09.11.2023	<ul style="list-style-type: none"> Removed 8.7 Teachers in residential units as not applicable Added new link for School Teachers Pay and Conditions Document 2023 	COO
V3	09.11.2023	<ul style="list-style-type: none"> Added appendices: <ul style="list-style-type: none"> 1a Statutory Pay Ranges & Advisory Pay Points – 1 September 2023 1b LGA Pay Reference Circular - School Teachers' Pay 2023/24 1c SCC Pay Structure 01.04.2023 2 Roles and Responsibilities 3 Upper pay Range Application/ Form 	COO
V4	20.11.2024	<ul style="list-style-type: none"> STPCD a minimum of 5.5% uplift to all pay ranges and allowances. 	OM
V4	20.11.2024	<ul style="list-style-type: none"> Section 4.1 added - The Children First Learning Partnership is adopting these advisory pay points' and added 'As per the STPCD 2024/25 it is no longer a statutory requirement that annual pay progression for teachers must be based on performance determined during the annual appraisal. The statutory requirement 	OM

		<p>to make a pay decision following the completion of the appraisal process remains.</p> <p>Further guidance on pay progression decisions are detailed in Sections 6.5 and 7.2.'</p>	
V4	20.11.2024	<ul style="list-style-type: none"> Removed the words 'performance related from section 6.1 	OM
V4	20.11.2024	<ul style="list-style-type: none"> Added 'executive headteacher' to section 6.2 	OM
V4	20.11.2024	<ul style="list-style-type: none"> Updated Headteacher pay table in section 6.2 	OM
V4	20.11.2024	<ul style="list-style-type: none"> Removed reference to successful appraisal in section 6.5 	OM
V4	20.11.2024	<ul style="list-style-type: none"> Removed reference to performance appraisal in section 7.2 	OM
V4	20.11.2024	<ul style="list-style-type: none"> Updated teacher salaries to new 24/25 amounts 	OM
V4	20.11.2024	<ul style="list-style-type: none"> Added in the SEN allowance into section 9 	OM