



# **TEACHING STAFF PAY POLICY**

Approved By: HR Committee  
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## **1. INTRODUCTION**

- 1.1 The aim of this policy is to provide a clear framework for remunerating and rewarding teaching staff at the Girls' Learning Trust (the "Trust") and to ensure that they receive proper recognition for their work and contribution to the Trust and the schools.
- 1.2 This policy applies to all new and existing teaching staff appointed to new contracts of employment by the Trust from 1st April 2018. Teaching staff appointed earlier than this date should reference the appropriate school-based pay policy. If in doubt, please contact your line manager or HR for advice.
- 1.3 The Trust's Human Resources Committee ("HR Committee") will review the policy at least every 3 years and may at any time approve such changes as it considers necessary and in the interests of the Trust, which may be subject to comment and input from staff and/or their representatives.
- 1.4 This policy does not form part of a teacher's contract of employment and may be amended by the Trust from time to time.

## **2. PURPOSE**

2.1 The purpose of this policy is to:

- i. Enable the Trust to manage the remuneration of teaching staff within the financial constraints imposed upon it in a fair, non-discriminatory, responsible and transparent way.
- ii. Maintain and improve the quality of education provided for students by having a pay policy that supports the priorities of the Trust and the individual schools and reflects the agreed aims by:
  - maximising the quality of teaching and learning
  - supporting the recruitment and retention of high quality staff, and
  - enabling the Trust to recognise and reward staff appropriately for their contribution to the wider work of the Trust.
- iii. Ensure that all teaching staff participate in arrangements for the appraisal and performance review process. In addition, all staff should have access to advice, training and developmental opportunities appropriate to their needs. The appraisal and performance review process is addressed in the Trust Teaching Staff Performance Appraisal Policy.

## **3. TEACHERS' PAY**

- 3.1 As a multi-academy trust, the Trust is not bound to follow the School Teachers' Pay and Conditions Document ("STPCD"). However, in recognition of the need to attract and recruit the very best teaching staff, the Trust is committed to paying its teachers' levels of pay that, as a minimum, match those contained in the STPCD.
- 3.2 The Trust Pay Spine Points applicable to teaching staff (attached in Appendix A) are published annually. These will be reviewed annually (taking into account cost of living rises approved by the Trust). There is no obligation on the Trust to increase the pay applicable at each point

on the pay scales as a result of the review. However, any increases that are awarded will take effect from September each year.

- 3.3 For teaching staff on the Main Pay Scale (“M”), pay progression between M1-M6 is not automatic, but dependent upon performance. Generally, the starting point for all Newly Qualified Teachers is M1.
- 3.4 For teaching staff on the Upper Pay Scale (“U”), pay progression to and within the Upper Pay Scale requires teachers to demonstrate that they have met stipulated professional standards in a substantial and sustained way.
- 3.5 Pay progression for teaching staff is considered annually, normally not later than 31 October. Assessment criteria are provided in the Trust Teaching Staff Performance Appraisal Policy or relevant school policy (if applicable). Any change in a teacher’s position on the pay scale as a result of a review, will take effect from, and any increase in pay will be backdated to, 1 September of the year of review.
- 3.3 For new members of the teaching staff, there is no obligation on the Trust to match an employee’s previous salary. The school will carefully consider the previous salary before deciding on the appropriate salary within the Trust upon commencement of employment.
- 3.4 Unqualified teaching staff (“UNQ”) will be paid an appropriate salary based on their qualifications and experience.

#### **4. LEADERSHIP & EXECUTIVE TEAM PAY**

- 4.1 Pay progression for members of the school leadership team is subject to sustained high quality of performance and must follow a successful review of overall performance. Pay progression bands are set on appointment to the leadership team. As for teaching staff, the assessment criteria are provided in the Trust Teaching Staff Performance Appraisal Policy.
- 4.2 The CEO, in consultation with the Remuneration Committee, shall be responsible for approving any increases to Executive post pay, based on performance and benchmarked against similar Trusts within the sector, whilst ensuring there is a clear link between pay and the Trust’s strategy.
- 4.3 Pay progression for the CEO will be reviewed by the Trust Remuneration Committee.

#### **5. ALLOWANCES**

- 5.1 Teaching and Learning Responsibility (TLR) allowances are given for the following responsibilities:
  - impact on teaching and learning beyond the students assigned to the teacher’s classes
  - high level of professional skills and judgement
  - leading and managing a subject or curriculum area within the school or the Trust , or leading and managing student progress and development.
  - line management/appraisal responsibility for staff.
- 5.2 The range of TLRs and the payments available under the Trust Pay Spine are published annually (see Appendix A). TLRs may be given for such period as is appropriate in the circumstances. Where a TLR has been awarded on a permanent basis, and if that TLR is

subsequently removed, the TLR payment will be protected for one year (12 months) from notification of the removal.

- 5.3 The Trust reserves the right to award other responsibility allowances to teaching staff on such terms as it considers appropriate.
- 5.4 For posts where the Trust anticipates or encounters recruitment and/or retention difficulties then consideration may be given to awarding any incentive or benefit as it deems appropriate.

## **6. PENSION SCHEME**

- 6.1 All teachers (in accordance with the law in respect of auto enrolment) will be automatically enrolled in the Trust pension scheme, which is the Teachers Pension Scheme (TPS). Information on auto enrolment can be obtained from the Trust Payroll Manager.

## **7. APPEALS**

- 7.1 If a member of the teaching staff is unhappy with any decision made pursuant to this policy, they should first attempt to resolve the matter informally by discussing the matter with their Line Manager and/or the Headteacher.in the first instance.
- 7.2 If the member of teaching staff remains unhappy with the decision, having attempted to resolve matters informally, the formal procedure should be used as set out in the Trust Grievance Policy.

**APPENDIX A: GLT TEACHING STAFF PAY SPINES (INCL. LEADERSHIP EFFECTIVE FROM SEPTEMBER 2023)**

**Unqualified Teachers Pay Range**

UNQ1	£24,415
UNQ2	£26,779
UNQ3	£29,141
UNQ4	£31,229
UNQ5	£33,590
UNQ6	£35,954

**Teaching Staff Pay Range**

M1	£34,514
M2	£36,320
M3	£38,219
M4	£40,218
M5	£42,654
M6	£46,001

**Upper Pay Range**

U1	£47,592
U2	£49,353
U3	£51,179

**TLR Ranges**

TLR1a	9,272
TLR1b	11,408
TLR1c	13,547
TLR1d	15,690
TLR2a	3,214
TLR2b	5,527
TLR2c	7,847
TLR3a(i)	639
TLR3a(ii)	943
TLR3b	1,242
TLR3c	1,879
TLR3d	3,169

**Leadership Team Pay Ranges**

L1	50,929	
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L2	52,113	
L3	53,314	
L4	54,555	
L5	55,822	
L6	57,124	
L7	58,565	
L8	59,826	
L9	61,225	
L10	62,703	
L11	64,229	
L12	65,629	
L13	67,178	Assistant Headteacher
L14	68,749	
L15	70,368	
L16	72,144	
L17	73,718	
L18	75,478	Deputy Head
L19	77,258	
L20	79,076	
L21	80,944	
L22	82,852	
L23	84,812	
L24	86,826	
L25	88,890	
L26	90,995	
L27	93,157	
L28	95,377	
L29	97,642	
L30	99,980	
L31	102,364	Headteachers
L32	104,808	
L33	107,325	
L34	109,884	
L35	112,519	
L36	115,210	
L37	117,987	
L38	120,813	
L39	123,662	
L40	126,661	
L41	129,729	
L42	132,881	
L43	134,765	