



Pay policy

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Preamble

This policy is based on the model provided by Educator Solutions. The model is reviewed annually to reflect any changes made to the School Teachers' Pay and Conditions Document (STPCD) and is the subject of consultation with the recognised trade unions at county level. The model policy gives options to select from and spaces to insert information that is specific to each school. This adopted policy reflects the decisions made by the governing board.

1. Scope

1.1 This document meets the statutory requirement for the school to have a pay policy detailing how it will make decisions around teacher pay in line with the STPCD. It also outlines the arrangements for support staff and provides the procedures through which teaching and support staff can raise pay related grievances should they wish to do so.

2. Introduction

2.1 The governing board recognises that pay is of considerable importance in the management and motivation of staff. Pay will influence relationships and performance at work and, if it is to be a positive rather than negative force, it is important to secure as much agreement as possible about its aims and to ensure transparency around pay related decision making.

2.2 The policy sets out how the governing board will assess the salary of a new member of staff on appointment and how salaries will be reviewed.

2.3 The aim of the policy is to:

- Maximise the quality of teaching and learning at the school
- Support the recruitment and retention of a high quality teacher workforce
- Enable the school to recognise and reward teachers appropriately for their contribution to the school
- Help ensure that decisions on pay are managed in a fair, just and transparent way.

2.4 This policy does not address every situation covered by the STPCD and the governing board reserves its right as the 'relevant body' to exercise its responsibilities in accordance with other pay and conditions issues not covered by this policy.

2.5 Section A of this policy covers general policy statements. Section B details pay related decision making provisions for the different categories of staff employed in the school.

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Section A

3. Pay differentials

- 3.1 Salaries assessed in accordance with this policy will take into account different levels of responsibility, other material differences between posts and any requirements of the STPCD or relevant local authority job evaluation scheme.

4. Staffing budget

- 4.1 The amount of money allocated to implementing the school's pay policy will be determined at the beginning of each financial year through the budget allocation process of the school and will take into account normal pay progression. Any proposal to change the staffing structure will not be implemented without the prior approval of the governing board as informed by the views of the staffing and finance committees or equivalents.

5. Relationship with the School Improvement and Development Plan

- 5.1 The governing board will ensure that any pay related decisions support and reflect the overall objectives identified in the School Improvement and Development Plan and any Ofsted Action Plans. Wherever possible, career progression and staff development will be taken into account.

6. Salary protection or safeguarding

- 6.1 The governing board will ensure that salary protection or safeguarding arrangements are in place in accordance with the provisions of the STPCD or national or local collective agreements as appropriate. Employees in receipt of salary protection or safeguarding payments will be expected to undertake commensurate work.

7. Pensions

- 7.1 The governing board will not increase the salary of any employee or use any other pay flexibilities in order to secure an improved pension entitlement on retirement. Such enhancements may be in breach of pension scheme legislation and may represent misuse of public funds. The governing board recognises that in such circumstances, a pension scheme may exercise their powers to use a notional salary for calculation of pension purposes and the DfE and/or local authority may exercise their powers to remove financial delegation.

8. Access to development opportunities

- 8.1 The governing board believes that access to development opportunities should be made available to all staff, whether full or part time, permanent or fixed term, and will advertise their availability internally including details of any related pay enhancements.

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9. Equalities

- 9.1 It is the intention of the governing board that pay is awarded fairly, equitably and in support of the school's policy on equality.
- 9.2 In adopting and implementing this policy the governing board recognises its responsibilities under a range of legislation, including:
- Equality Act 2010
 - Equal Pay Act 2010
 - Employment Relations Act 2004
 - Employment Rights Act 1996
 - Employment Relations Act 1999
 - Part Time Workers (Prevention of Unfavourable Treatment) Regulations 2000
 - Fixed Term Employees (Prevention of Unfavourable Treatment) Regulations 2002
 - Employment Act 2008.
- 9.3 Appropriate consideration will be given as to how the provisions of this pay policy will be applied where staff have been absent for long periods e.g. due to sickness or maternity leave.

10. Consultation arrangements

- 10.1 To ensure that meaningful consultation can take place in establishing and reviewing the school's pay policy, the governing board will seek and consider the views of school staff prior to final adoption or amendment to this policy. A copy of the adopted pay policy will be available to staff.

11. Communication arrangements

- 11.1 The governing board is committed to ensuring that all staff are aware of the school's pay policy and the reasons for pay related decisions are understood. Application of the school's pay policy will be undertaken as openly as possible. The salary details of individual members of staff shall remain confidential between them and the Headteacher although other parties may need to be privy to the information (e.g. the pay committee/and accredited external parties, such as trade union representatives and HR/payroll providers). The Chair of the pay committee (or equivalent) is responsible for informing staff in writing of any decisions on pay.

12. Initial determination of pay

- 12.1 The governing board has overall responsibility for all pay matters but the pay committee and Headteacher pay committee (or equivalents) have full delegated powers to make decisions within the pay policy. The Headteacher may operate the pay policy on a day-to-day basis in line with boundaries set by the relevant committee.

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13. Appeal against pay decisions

13.1 An employee may appeal against any determination in relation to their pay or any other decision taken that affects their pay. Appeal arrangements are outlined at Annex 1.

14. Monitoring

14.1 The governing board will monitor the outcomes and impact of this policy on a regular basis.

15. Pay reviews for Headteachers

15.1 The governing board will ensure that the salary of the Headteacher is reviewed annually, with effect from 1 September and no later than 31 December each year, and that they are given a written statement setting out their salary and any other financial benefits to which they are entitled.

15.2 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 the Headteacher'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.

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

16. Pay reviews for teaching staff

16.1 The governing board will ensure that each teacher's salary is reviewed annually, with effect from 1 September and no later than 31 October each year, and that all teachers are given a written statement setting out their salary and any other financial benefits to which they are entitled.

16.2 As with the Headteacher, pay reviews may take place at other times of the year where circumstances change and the outcome of any such review will be confirmed in writing.

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

17. Part-time teachers

17.1 Teachers employed on a contract at the school who work less than a full working week are deemed to be part-time. Specific requirements are included in the STPCD for the determination of pay for part-time teachers. The STPCD states that a part-time teacher should be paid a proportion of a full-time salary equivalent to the

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proportion of time they work against the school's timetabled teaching week (STTW). The STTW refers to the school session hours that are timetabled for teaching, including PPA time and other non-contact time but excluding break times, registration and assemblies. The governing board requires that the salaries of part-time teachers are calculated in line with the example given in the STPCD (main document and guidance).

18. Short notice/supply teachers

- 18.1 Teachers who work on a day-to-day or other short notice basis will be paid in accordance with the statutory pay arrangements in the same way as other teachers.
- 18.2 Such teachers will have their pay assessed as an annual amount. Payment will then be based on that annual amount divided by one hundred and ninety five for each full day worked. The maximum number of hours a supply teacher can be paid for on any one day is six and a half. Teachers who work less than a full day will have their payment based an hourly rate calculated from their annual amount divided by 195 and then divided by 6.5.
- 18.3 These arrangements apply only to teachers employed directly by the school on a day-to-day or other short notice basis and pay arrangements will be confirmed with the teacher before the placement starts. Agency workers will be covered by the pay arrangements determined by their employing agency.

Section B

19. Leadership Group pay - for appointments made or Headteacher groups reviewed after 1 September 2014

- 19.1 Salaries for members of the leadership group will be assessed:
- on appointment to the school
 - annually, to take effect from 1 September
 - upon any adjustment to the Headteacher group or pay range
 - at any other time provided for within the STPCD.

19.2 Stage 1 - defining the role and determining the Headteacher group

For any leadership post, the governing board will define the role, responsibilities and accountabilities, as well as the skills and relevant competences required.

Members of the leadership group are paid within the statutory pay range for such employees as detailed in the STPCD.

The school will assign a Headteacher group in respect of any Headteacher posts. This will be done by calculating the total unit score in accordance with the STPCD. This group will be reviewed whenever the governing board deems it necessary.

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For other leadership group posts, consideration will be given to how the role fits within the wider leadership structure of the school.

The governing board has determined the Headteacher group of the school to be Group 1.

19.3 Stage 2 - setting the indicative pay range

In determining the leadership pay ranges, all the permanent responsibilities of the roles, any challenges that are specific to the roles and all other relevant considerations have been taken into account.

The Headteacher's individual pay range will not normally exceed the maximum of the Headteacher group, however, the governing board may determine that circumstances specific to the role or candidate warrant a higher than normal payment.

The maximum of the Deputy or Assistant Headteacher's pay range will not exceed the maximum of the Headteacher group for the school and will only overlap the Headteacher's pay range in exceptional circumstances.

Option 1

The governing board has set indicative pay ranges as follows:

- seven consecutive points on the Educator Solutions Optional Pay Scales (2017) (ESOPS) - Leadership Group Range for the Headteacher is LPR 8 to LPR 14
- five consecutive points on the Educator Solutions Optional Pay Scales (2017) (ESOPS) - Leadership Group Range for any Deputy Headteacher is LPR 1 to LPR 5

19.4 Stage 3 - setting the starting salary and individual pay range

New members of the leadership group will normally be appointed to the indicative pay range for the role as above.

The governing board will ensure, on appointment, that there is appropriate scope within an individual's pay range to allow for performance related progress over time.

The maximum of the Headteacher's pay range and any additional payments made (in total) will not exceed the maximum of the Headteacher group by more than 25% unless in exceptional circumstances and where supported by a business case as required by the STPCD.

The minimum a Headteacher can be paid is the statutory minimum of Group 1 in accordance with the STPCD. This equates to point 6 on the ESOPS scale.

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19.5 Pay progression for leaders

Performance objectives will be set annually with the Headteacher and any Deputy Headteacher and/or Assistant Headteacher in accordance with the Performance Management Policy.

There shall be no further progression up the pay spine unless:

- where the Headteacher, Deputy Headteacher or Assistant Headteacher is not subject to the 2011 Regulations or the 2012 Regulations, an appraisal has been carried out and there has been a sustained high quality of performance having regard to the objectives set.
- where the Headteacher, Deputy Headteacher or Assistant Headteacher is subject to the 2011 Regulations or the 2012 Regulations, there has been a sustained high quality of performance having regard to the results of the most recent appraisal carried out in accordance with those regulations.

Pay progression decisions will be clearly attributable to the performance of the individual. Sustained high quality of performance, having regard to the results of the most recent appraisal, should give the individual an expectation of progression within their pay range where there is scope for such progression.

The Headteacher's salary will not be increased by more than two points in the course of one school year. Such points will be effective from 1 September each year. The only exception is if, after a change in the Headteacher group, it is necessary to move the Headteacher, Deputy Headteacher or Assistant Headteacher up the pay range to ensure the salary equals the minimum of the new Headteacher group.

Where a higher Headteacher group is set, any performance points or progression for the previous year will be added to the lower salary amount before that salary is assimilated to the higher range.

In relation to the setting and review of performance objectives, the governing board will be advised by a School Improvement Partner, or equivalent external adviser.

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19.6 Determination of temporary payments to Headteachers

Additional payments may be made to the Headteacher for clearly temporary responsibilities or duties that are in addition to the post for which their salary has been determined and only where the reason or circumstance for the additional payment was not taken into account when determining the Headteacher's pay range.

Separate arrangements for residential duties and relocation expenses may apply.

The total sum of the temporary payments made to a Headteacher in any school year will not exceed 25% of the annual salary which is otherwise payable to the Headteacher, and the total sum of salary and other payments made to a Headteacher must not exceed 25% above the maximum of the Headteacher group, except in wholly exceptional circumstances and with the agreement of the governing board. The governing board must seek external independent advice before providing such agreement and will give details of this on their yearly Schools Financial Value Standard (SFVS) assessment form.

19.7 Additional payments to the Headteacher

The governing board may exercise its discretion to award additional payments to the Headteacher as follows:

19.7.1 Relocation

Reasonable reimbursement of housing or relocation costs may be granted by the governing board.

19.7.2 Recruitment and retention

All recruitment and retention considerations (other than relocation as above) in relation to a Headteacher will be taken into account when determining the Headteacher's pay range.

20. Leading practitioners

20.1 Where the governing board appoints leading practitioners, whose job purpose must contain taking a leadership role in developing, implementing and evaluating policies and practices that contribute to school improvement, those staff will be subject to the standards for leading practitioners set out in the STPCD.

20.2 Each leading practitioner will be paid on an individual pay range within the pay range for leading practitioners set by the STPCD.

20.3 The governing board has adopted a pay range for leading practitioners using reference points set out on the attached ESOPS (see Annex 4). Each leading practitioner will be appointed on a pay range consisting of five points on the school's pay range for leading practitioners.

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When determining the appropriate five point range, the governing board will have regard in particular, but not exclusively, to:

- the nature of the work to be undertaken
- the degree of challenge of the role
- the professional competencies of the teacher
- any other recruitment considerations that it considers relevant.

A newly appointed leading practitioner will start on the lowest point of the five point range.

In accordance with the school's Performance Management Policy, the governing board requires the Headteacher to agree performance criteria annually with the leading practitioner and review performance against those criteria.

There will be no movement up the pay range unless there has been a sustained high quality performance by the leading practitioner in the light of the performance criteria previously agreed.

The governing board may award movement up the pay range by two reference points, one reference point or there will be no movement in accordance with the provisions of the school's Performance Management Policy with reference to the leading practitioner's appraisal reports and the pay recommendations they contain.

Movement up the pay range will not exceed the equivalent of two reference points in an academic year.

21. Main pay range for qualified teachers

21.1 Determination of salary on appointment

The governing board has adopted a six point main pay scale, which begins at the minimum of the pay range, ends at point 6a and contains four reference points in between. This is set out in the Educator Solutions Optional Pay Scales - ESOPS (see Annex 4). Point 6b is not adopted.

On appointment, points on this pay scale will be awarded as follows:

- qualified teachers will commence on at least the minimum point of the Main Pay Scale under ESOPS
- for service up to 31 August 2013, one point will be awarded for each year of qualifying employment as defined by the STPCD including service in state schools in the EEA outside of England and Wales (such as Scotland) on their return to England and Wales.
- for service from 1 September 2013, the school will take into account the teacher's current salary and decide whether to award any additional points.
- further points (subject to a maximum of one point per year) may be awarded in respect of other relevant experience, if considered appropriate. This may include

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teaching in a City Academy, City Technology College, independent school, sixth form college, or higher or further education establishment.

- additional points (subject to a maximum of one point for every three years) may be awarded for service as a qualified teacher in an overseas school outside of the EEA in the maintained sector of the country concerned, or outside teaching but in a relevant area (including industrial or commercial training, or time spent in an occupation relevant to the teacher's work at the school).
- the school will consider the awarding of points on appointment on a case by case basis, having regard to equal opportunities, fairness and transparency.
- points awarded for experience will be awarded on a permanent basis while employed at the school.

21.2 Consideration of existing salary on appointment

The governing board has determined that it will recognise existing salaries when making a new appointment.

21.3 Salary progression on the main pay scale

In accordance with the school's Performance Management Policy, the governing board shall require the Headteacher to agree performance criteria annually with each teacher and review performance against those criteria.

There will be no movement up the pay range unless there has been a sustained high quality performance by the teacher in the light of the performance criteria previously agreed between the governing board and the teacher and as evidenced by a successful performance management review.

The governing board will award movement up the pay range by one reference point as part of any pay review with reference to the teacher's appraisal reports and the pay recommendations they contain.

22. Upper pay range

22.1 Pay levels

The governing board has adopted an upper pay scale that consists of the minimum and maximum values of the upper pay range plus one reference point as set out under the ESOPS scales (see Annex 4).

22.2 Application process

A qualified teacher may apply once in any school year to the governing board for assessment to access the upper pay range. Applicants should have been at the maximum of the main pay range for one year before applying. Whether the school uses point 6a or point 6b as the maximum is irrelevant for the purposes of application

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for upper pay range. Provided the teacher has been on either point 6a or point 6b for one year, they are entitled to apply.

The governing board has delegated the receipt and assessment of any applications to the Headteacher.

The application must contain a summary of the evidence the teacher wishes to rely on in order to demonstrate that their performance merits access to the upper pay range and must include evidence of the two most recent, successful appraisal outcomes. See Annex 6 for a model version of the process.

Having considered the evidence in the application and any other evidence considered appropriate, the Headteacher will determine whether the applicant can progress to the upper pay range. The Headteacher will need to be satisfied that:

- the teacher is highly competent in all elements of the relevant standards, and
- their achievements and contribution to the school are substantial and sustained.

If successful, the teacher will be placed on the lowest point of the upper pay range from the 1 September following the date of application.

22.3 Salary progression on the upper pay scale

In accordance with the school's Performance Management Policy, the Headteacher will agree performance criteria annually with the teacher and review performance against those criteria.

There will not be any movement up the pay range unless there has been a sustained high quality performance by the teacher in the light of the performance criteria previously agreed. The governing board may decide to award movement up the pay range by one reference point as part of any pay review with reference to the teacher's two most recent, successful appraisal reports and the pay recommendations they contain.

Only in exceptional circumstances will progression on the upper pay range occur at intervals of less than two years.

23. Discretionary allowances and payments

23.1 Teaching and learning responsibility payments (TLRs)

No TLRs have been attached to posts in the school's structure.

23.2 Special educational needs allowance (SEN)

No SEN allowances have been attached to posts in the school's structure.

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24. Additional payments to teachers

The governing board may exercise its discretion to award additional payments to teachers as follows:

24.1 Continuous professional development outside normal school hours:

The governing board has chosen not to exercise its discretion to award additional payments for continuous professional development outside of normal school hours

24.2 Activities relating to the provision of initial teacher training:

The governing board has chosen not to exercise its discretion to award additional payments in respect of the provision of initial teacher training.

24.3 Participation in out of school hours learning activities:

The governing board has chosen not to exercise its discretion to award additional payments for participation in out of school learning activities.

24.4 Acting allowances

Where a teacher is assigned and carries out the duties of a Headteacher, Deputy Headteacher, or Assistant Headteacher but has not been appointed in an acting capacity, the governing board shall, within four weeks, determine whether or not an allowance should be paid in accordance with the provisions of the STPCD.

24.5 *Recruitment and retention incentives and benefits*

Exceptionally, the governing board may, as an incentive for the recruitment of new teachers and/or the retention of existing teachers, make payments or provide other financial support and benefits as it considers necessary. Where these payments are to be of a limited duration, the governing board will specify at the outset how long the payments will last. All other payments will be reviewed on a termly basis after which they may be withdrawn. These payments cannot be made to the Headteacher, Deputy Headteacher or Assistant Headteacher.

25. Residential teacher duties

25.1 There are no residential teachers at the school.

26. Unqualified teachers

26.1 The salaries of unqualified teachers will be assessed on appointment and will be paid on the unqualified teacher pay range.

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The governing board has adopted a pay range for unqualified teachers that consists of the minimum and maximum of the unqualified teacher pay range plus four reference points as set out on the Educator Solutions Optional Pay Scales (see Annex 4).

On appointment, points on this pay scale will be awarded as follows:

- one point for a recognised overseas teaching qualification, or for a recognised post-16 teaching qualification, or a recognised qualification relevant to their subject area
- one point on the scale for each year of school teaching as an overseas trained teacher, or teaching in higher/further education.

Where an unqualified teacher is appointed who has experience of working in a relevant area, (including industrial or commercial training, time spent in an occupation relevant to the teacher's work at the school, or experience with children/young people) and the governing board considers this to be of value to the performance of their duties, they may award an additional point or points – on the basis of one point for every four and a half years of work in a relevant area.

In specific circumstances, the governing board may pay an additional allowance to any individual paid on the unqualified teachers' pay range. Such allowance will, at the maximum, not increase in the total pay beyond the level a qualified teacher would receive in the same post.

Where an unqualified teacher is appointed below the maximum point of the unqualified teachers' pay range, pay progression (with effect from 1 September each year) will be as follows.

In accordance with the school's Performance Management Policy, the governing board requires the Headteacher to agree performance criteria annually with the unqualified teacher and review performance against those criteria.

There will be no movement up the pay range unless there has been a high quality performance by the unqualified teacher in the light of the performance criteria previously agreed. The governing board may award movement up the pay range by one reference point or decide that there will be no movement in accordance with the provisions of the school's Performance Management Policy with reference to the unqualified teacher's appraisal reports and the pay recommendations they contain.

27. Pay increases arising from changes to the STPCD

27.1 All teachers are paid in accordance with the statutory provisions of the STPCD as updated from time to time. In respect of annual cost of living increases,

The governing board will apply the nationally agreed amount to basic pay and any TLR and SEN allowances in payment across the board, effectively maintaining salary rates in line with Educator Solutions Optional Pay Scales.

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28. Support staff

28.1 Salaries for support staff are determined in accordance with nationally or locally agreed conditions of service.

For Community and Voluntary Controlled Schools:

The grades and salaries for support staff in this school are determined in accordance with Norfolk County Council's Modern Reward Strategy local agreement and subsequent related local or collective agreements (other than where exceptions apply). Arrangements for grading, salary progression and cost of living increases are all covered by those agreements.

The salaries of all support staff will normally be assessed:

- on appointment to the school
- annually to take effect from 1st July
- upon an appropriate request by the postholder
- at any other time deemed appropriate by the Governing Body.

This assessment will be determined by the following criteria:

- responsibilities of the post and within the MRS framework
- performance of the postholder in accordance with previously agreed objectives and the relationship between the outcome and the scheme for progression (i.e. annual increments within the grade)
- in accordance with any career progression scheme for support staff in use at the school.

29. Data Protection

The school has in place arrangements with its payroll provider to ensure that it has measures to safely and securely process employees' personal data. In particular, data collected during the payroll process is held securely and accessed by, and disclosed to, individuals only for the purposes of paying you in accordance with your employment contract. Inappropriate access or disclosure of employee data constitutes a data breach and should be reported in accordance with the school's data protection policy immediately. It may also constitute a disciplinary offence, which will be dealt with under the school disciplinary procedure.

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Annex 1 – Pay and performance management appeal procedure

An employee may appeal against any determination or proposed determination in relation to their pay or performance management.

Possible grounds for appeal are that the person or committee that made the decision:

In the case of teachers:

- incorrectly applied a provision of the STPCD
- failed to have proper regard for the relevant statutory guidance
- failed to take account of relevant evidence
- took account of irrelevant or inaccurate evidence
- failed to apply the school's pay policy
- was biased, or
- otherwise unlawfully discriminated against the teacher.

In the case of support staff:

- has applied the job evaluation scheme incorrectly
- has not taken into account all relevant information when grading the job
- referred to incorrect or out of date information when grading the job
- failed to apply the school's pay policy
- was biased
- otherwise unlawfully discriminated against the member of support staff.

All decisions on teacher pay are made by the governing board and appeals should be heard through the Pay appeal procedure in Annex 2.

For support staff, where the school is bound by, or has adopted, Norfolk County Council's Modern Reward Strategy, decisions on grading are taken by the County Council. In those cases, where an employee wishes to appeal against the allocated grade, they should follow the appeal arrangements within the Modern Reward Strategy. The school will facilitate wherever possible.

For support staff, where the school is not bound by Norfolk County Council's Modern Reward Strategy and has determined to adopt alternative arrangements, all appeals will be heard through the Pay appeals procedure at Annex 2(b).

For appeals against pay progression decisions within an agreed grade or range, the following arrangements will apply:

- the member of staff receives written confirmation of the pay determination and, where applicable, the basis on which the decision was made
- if the member of staff is not satisfied, they seek to resolve this by discussing the matter informally with the decision maker within 10 working days of the decision
- where this is not possible, or where the member of staff continues to be dissatisfied, they may follow a formal procedure as set out below
- the member of staff puts in writing their reasons for appeal. This should be sent to the person or committee that made the determination within 10 working days of the

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notification of the decision, or within 10 working days of the informal discussions that attempted to resolve the matter.

- the person or committee who made the determination should provide a hearing within 10 working days of receipt of the written grounds for questioning the pay decision to consider this. The member of staff must be given an opportunity to make representations in person and will be entitled to be accompanied by a colleague or trade union representative. Following the hearing, the member of staff should be informed in writing of the hearing's decision and the right of appeal
- any appeal should be heard by a pay appeals committee composed of three governors who were not involved in the original determination, normally within twenty working days of the receipt of the written appeal notification. At the hearing, the member of staff lodging the appeal should be given the opportunity to make representation in person and to be entitled to be accompanied by a friend or trade union representative
- a designated member of the appropriate pay committee (or where the decision was made by the Headteacher, the Headteacher) will present evidence to support the original decision
- both parties may call witnesses
- relevant papers will be exchanged by the parties no later than three working days before the hearing
- the pay appeals committee will deliberate in private and will communicate their decisions to all parties in writing within 48 hours.

The decisions of the governing board's pay appeals committee are final and there is no recourse to the staff grievance procedures.

Such appeals relate only to decisions made by the governing board and not to any determination made under changes to pay and conditions by accredited third parties.

Each step and action of this process should be taken without unreasonable delay. The timing and locations of the formal meetings must be reasonable and allow both parties to explain their cases.

The detailed procedure for the hearing of the appeal is set out in Annex 2 to the school's pay policy.

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Annex 2 (a) – Pay appeal procedure

Procedure at a hearing of the Pay Appeal Committee of the Governing Board (Headteacher)

- 1) The Committee should elect a Chair who should then introduce those present and explain the purpose of the hearing
- 2) The Headteacher, or other nominated person, should present evidence on the case referring to any relevant documentation
- 3) The designated member of the Pay Committee should be given the opportunity to ask questions
- 4) The members of the Committee and their adviser(s) should be given the opportunity to ask questions
- 5) The designated member of the appropriate Pay Committee should present their case referring to any relevant documentation
- 6) The Headteacher, or their representative, should be given the opportunity to ask questions
- 7) The members of the Committee and their adviser(s) should be given the opportunity to ask questions
- 8) The Headteacher, or their representative, should make a closing statement
- 9) The designated member of the Pay Committee should make a closing statement
- 10) The Chair of the Pay Appeal Committee should call an adjournment. All parties will be required to withdraw except members of the Committee and their adviser(s) who consider the evidence, discuss the case and the Committee will reach a decision.

Note

The Chair of the Committee may vary the order of procedure in exceptional circumstances and at any stage in the proceedings a request by either side for the Chair may be granted at the discretion of the Committee.

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Annex 2 (b) – Pay appeal procedure

Procedure at a hearing of the Pay Appeal Committee of the Governing Board (for staff other than the Headteacher)

- 1) The Committee should elect a Chair who should then introduce those present and explain the purpose of the hearing
- 2) The appellant, or their representative, should present evidence on the case referring to any relevant documentation
- 3) The Headteacher or designated member of the Pay Committee should be given the opportunity to ask questions
- 4) The members of the Committee and their adviser(s) should be given the opportunity to ask questions
- 5) The Headteacher or designated member of the appropriate Pay Committee should present their case referring to any relevant documentation
- 6) The appellant, or their representative, should be given the opportunity to ask questions
- 7) The members of the Committee and their adviser(s) should be given the opportunity to ask questions
- 8) The appellant, or their representative, should make a closing statement
- 9) The Headteacher or designated member of the Pay Committee should make a closing statement
- 10) The Chair of the Pay Appeal Committee should call an adjournment. All parties will be required to withdraw except members of the Committee and their adviser(s) who consider the evidence, discuss the case and the Committee will reach a decision.

Note

The Chair of the Committee may vary the order of procedure in exceptional circumstances and at any stage in the proceedings a request by either side for the Chair may be granted at the discretion of the Committee.

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Annex 3 – Educator Solutions Optional Pay Scales

Advisory note on the Educator Solutions Optional Pay Scales (ESOPS)

The School Teachers' Pay and Conditions Document requires that teachers be paid within ranges (minimum and maximum rates) specified by the Document. Many schools have requested that the former detailed pay scales, whereby a number of set points fall within the specified ranges, be maintained for ease of use. In light of this, the former detailed pay scales – formally NAPS⁽²⁰¹⁵⁾ and ESAPS⁽²⁰¹⁶⁾ and now referred to as Educator Solutions Optional Pay Scales or ESOPS⁽²⁰¹⁷⁾ have been maintained annually to ensure the minimum and maximum levels are met and that the annual 'pay award' is interpreted and incorporated in a reasonable and justifiable way. No school or academy is bound by these model scales - they are an option for school and academy customers to consider. If a school or academy chooses not to follow the ESOPS model, they will be asked to provide details of pay decisions made for appropriate payment can be made. Whether a school or academy chooses to follow ESOPS or an alternative, locally determined, arrangement, the decision must be reflected in the school or academy pay policy and made available to staff.

Main Pay Range

Point	2018
Point 1 (Minimum)	£23,720
Point 2	£25,344
Point 3	£27,380
Point 4	£29,488
Point 5	£31,811
Point 6a*	£34,325
Point 6b* (Maximum)	£35,008

Upper Pay Range

Point	2018
Point 1 (Minimum)	£36,646
Point 2	£38,004
Point 3 (Maximum)	£39,406

Allowances for qualified classroom teachers

TLR payments 2018		
	Minimum	Maximum
TLR 1	£7,853	£13,288
TLR 2	£2,721	£6,646
TLR 3	£540	£2,683

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SEN allowances 2018	
Minimum	Maximum
£2,149	£4,242

Unqualified Teacher pay range

Point	2018
Point 1 (Minimum)	£17,208
Point 2	£19,210
Point 3	£21,210
Point 4	£23,212
Point 5	£25,215
Point 6 (Maximum)	£27,216

Leading practitioner pay range

Point	2018
Point 1 (Minimum)	£40,162
Point 2	£41,167
Point 3	£42,195
Point 4	£43,246
Point 5	£44,322
Point 6	£45,434
Point 7	£46,658
Point 8	£47,735
Point 9	£48,926
Point 10	£50,183
Point 11	£51,486
Point 12	£52,672
Point 13	£53,989
Point 14	£55,335
Point 15	£56,712
Point 16	£58,219
Point 17	£59,557
Point 18 (Maximum)	£61,055

Leadership group pay ranges

Pnt	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8
1	£39,965							
2	£40,966							

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3	£41,989						
4	£43,034						
5	£44,106						
6	£45,213						
7	£46,430						
8	£47,501	£47,501					
9	£48,687	£48,687					
10	£49,937	£49,937					
11	£51,234	£51,234	£51,234				
12	£52,414	£52,414	£52,414				
13	£53,724	£53,724	£53,724				
14	£55,064	£55,064	£55,064	£55,064			
15	£56,434	£56,434	£56,434	£56,434			
16	£57,934	£57,934	£57,934	£57,934			
17	£59,265	£59,265	£59,265	£59,265			
18	£60,153*	£60,755	£60,755	£60,755	£60,755		
19		£62,262	£62,262	£62,262	£62,262		
20		£63,806	£63,806	£63,806	£63,806		
21		£64,736*	£65,384	£65,384	£65,384	£65,384	
22			£67,008	£67,008	£67,008	£67,008	
23			£68,667	£68,667	£68,667	£68,667	
24			£69,673*	£70,370	£70,370	£70,370	£70,370
25				£72,119	£72,119	£72,119	£72,119
26				£73,903	£73,903	£73,903	£73,903
27				£74,985*	£75,735	£75,735	£75,735
28					£77,613	£77,613	£77,613
29					£79,535	£79,535	£79,535
30					£81,515	£81,515	£81,515
31					£82,701*	£83,528	£83,528
32						£85,605	£85,605

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33						£87,732	£87,732	£87,732
34						£89,900	£89,900	£89,900
35						£91,223*	£92,135	£92,135
36							£94,416	£94,416
37							£96,763	£96,763
38							£99,158	£99,158
39							£100,568*	£101,574
40								£104,109
41								£106,709
42								£109,383
43								£111,007*

NOTE: Amounts in italics with * are maximums for the eight headteacher groups only.

Point	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8
1	£39,965							
2								
3								
4								
5								
6	£45,213							
7								
8		£47,501						
9								
10								
11			£51,234					
12								
13								
14				£55,064				
15								
16								
17								
18	£60,153				£60,755			
19								
20								

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21		£64,736				£65,384		
22								
23								
24			£69,673				£70,370	
25								
26								
27				£74,985				
28								£77,613
29								
30								
31					£82,700 1			
32								
33								
34								
35						£91,223		
36								
37								
38								
39							£100,568	
40								
41								
42								
43								£111,007

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Supply rates

Educator Solutions Optional Pay Range for Qualified Teachers

	Annual Salary	Daily Rate	Hourly Rate
Point 1	£23,720	£121.6410	£18.7140
Point 2	£25,344	£129.9692	£19.9953
Point 3	£27,380	£140.4103	£21.6016
Point 4	£29,488	£151.2205	£23.2647
Point 5	£31,811	£163.1333	£25.0974
Point 6a	£34,325	£176.0256	£27.0809

Educator Solutions Upper Pay Range

	Annual Salary	Daily Rate	Hourly Rate
Point 1 (Min)	£36,646	£187.9282	£28.9120
Point 2	£38,004	£194.8923	£29.9834
Point 3 (Max)	£39,406	£202.0821	£31.0895

SEN Allowance

Supply teachers working in Special Schools will have an additional amount added to their hourly rate in accordance with the School Teachers Pay and Conditions document.

Educator Solutions Advisory Pay Range for Unqualified Teachers

	Annual Salary	Daily Rate	Hourly Rate
Point 1 (Min)	£17,208	£88.2462	£13.5763
Point 2	£19,210	£98.5128	£15.1558
Point 3	£21,210	£108.7692	£16.7337
Point 4	£23,212	£119.0359	£18.3132
Point 5	£25,215	£129.3077	£19.8935
Point 6 (Max)	£27,216	£139.5692	£21.4722

The daily and hourly rates have been calculated on the basis of a school year of 195 days and a school day of 6.5 hours.

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Appendix 1 – Table of changes

Date of change	Paragraphs affected	Summary of update
01/10/2018	All	All rates uplifted in response to the 2018 School Teachers' Pay and Conditions Document.
29/09/2017	Point 6b	Adjusted point 6b to £33,492.
1/09/2017	All	All rates uplifted in response to the 2017 School Teachers' Pay and Conditions Document.
1/03/2017	All	New formatting due to launch of new HR website, HR InfoSpace – no change to content.

Annex 4 – Support staff salary arrangements

Salary Scales current from 01 April 2019 G206a

Scale	Salary Point	£	Scale	Salary Point	£	Senior management and chief officer grades		
Scale A	1	£17,364	Scale J	29	£32,029	Scale P	£83,613	
Scale B	2	£17,711		30	£32,878		£86,121	
Scale C	3	£18,065		31	£33,799		£88,704	
	4	£18,426	Scale K	32	£35,697		£91,365	
Scale D	5	£18,795		33	£36,675		£94,107	
	6	£19,171		34	£37,683		£96,933	
Scale E	7	£19,554		35	£38,721	£96,933	Scale Q	£96,933
	8	£19,945		36	£39,780	£99,837		
	9	£20,344	37	£41,574	£102,834			
	10 (new)	£20,751	38	£42,495	£105,915			
Scale F*	11	£21,166	Scale L	39	£43,440	£106,956		
	12	£21,589		40	£44,418	£110,160		
	13 (new)	£22,021		41	£45,384	Scale R	£110,160	
	14	£22,462	Scale M	42	£47,694		£113,469	
	15	£22,911		43	£48,894		£116,868	
Scale G	17	£23,836	44	£50,112	£120,375			
	18 (new)	£24,313	45	£51,375	£123,990			
	19	£24,799	46	£52,662	£127,710			
	20	£25,295	Scale N	47	£55,725	£127,710		
21 (new)	£25,801	48		£57,327	Scale S			

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Scale H	22	£26,317	Scale O	49	£58,974		£131,538
	23	£26,999		50	£60,666		£135,486
	24	£27,905		51	£62,397		£139,551
	25	£28,785		52	£65,817		£143,733
Scale I	26	£29,636	53	£67,686	£148,047		
	27	£30,507	54	£69,615			
	28	£31,371	55	£71,598			
			56	£73,638			

* Salary point 16 not used by Norfolk County Council.

Hourly rates current from 01 April 2019

Scale	Salary Point	£	
		Annual	Hourly
Scale A	1	£17,364	£9.0002
Scale B	2	£17,711	£9.1801
Scale C	3	£18,065	£9.3636
	4	£18,426	£9.5507
Scale D	5	£18,795	£9.7419
	6	£19,171	£9.9368
Scale E	7	£19,554	£10.1353
	8	£19,945	£10.3380
	9	£20,344	£10.5448
	10 (new)	£20,751	£10.7558
Scale F	11	£21,166	£10.9709
	12	£21,589	£11.1901
	13 (new)	£22,021	£11.4141
	14	£22,462	£11.6426
	15	£22,911	£11.8754
New scp 16 not used			
Scale G	17	£23,836	£12.3548
	18 (new)	£24,313	£12.6021
	19	£24,799	£12.8540
	20	£25,295	£13.1111
	21 (new)	£25,801	£13.3733
Scale H	22	£26,317	£13.6408
	23	£26,999	£13.9943

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	24	£27,905	£14.4639
	25	£28,785	£14.9200
Scale I	26	£29,636	£15.3611
	27	£30,507	£15.8126
	28	£31,371	£16.2604
Scale J	29	£32,029	£16.6015
	30	£32,878	£17.0415
	31	£33,799	£17.5189

Scale	Salary Point	£	£
		Annual	Hourly
Scale K	32	£35,697	£18.5027
	33	£36,675	£19.0096
	34	£37,683	£19.5321
	35	£38,721	£20.0701
	36	£39,780	£20.6190
Scale L	37	£41,574	£21.5489
	38	£42,495	£22.0263
	39	£43,440	£22.5161
	40	£44,418	£23.0230
	41	£45,384	£23.5237
Scale M	42	£47,694	£24.7210
	43	£48,894	£25.3430
	44	£50,112	£25.9744
	45	£51,375	£26.6290
	46	£52,662	£27.2961
Scale N	47	£55,725	£28.8837
	48	£57,327	£29.7141
	49	£58,974	£30.5678
	50	£60,666	£31.4448
	51	£62,397	£32.3420
Scale O	52	£65,817	£34.1147
	53	£67,686	£35.0834
	54	£69,615	£36.0833
	55	£71,598	£37.1111
	56	£73,638	£38.1685



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Annex 5 – Upper pay scale – model application process

An application to access the upper pay range can be made if the conditions in the school's pay policy section on salary progression to the upper pay range are satisfied and it can be demonstrated that:

- The applicant is highly competent in all elements of the relevant standards, and
- The applicant's achievements and contribution to the school are substantial and sustained, beyond that expected of a classroom teacher on the main pay scale.

Applicant to discuss the process with their appraiser and/or the Headteacher, either during the appraisal review or at another agreed time.

Before 30th June, the applicant should submit a letter of application to the Headteacher, outlining their wish to move to the upper pay range, with a written summary of evidence (as described in the school's pay policy) and evidence of their two most recent, successful appraisal outcomes.

The evidence should outline how the relevant standards are demonstrated in the teachers practice.

In consultation with the Headteacher, the applicant should then arrange to discuss and present the evidence demonstrating how the appropriate standards are met.

Within two weeks of this meeting the applicant will be informed whether their application is successful (with feedback available on request).

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Annex 6 – Table of changes

Date of change	Paragraphs affected	Summary of update
15/10/2018	19.3, 19.4, 20.3, 21.1, 22.1, 23.1, Annex 4 and Annex 7.	Reference to ESOPS(2017) replaced with ESOPS.
25/05/2018	29	New para added to take account of the General data protection regulations in force from 25 May 2018.
07/09/2017	All	Removal of paragraphs referencing academies in light of creation of Pay model policy for academies. Removal of related guidance on creation of pay policy guidance. Inclusion of STPCD 2017.
01/03/2017	All	New formatting due to launch of new HR website, HR InfoSpace – no change to content