



## Pay Policy 2021/22

<b>DISTRIBUTION</b>	This is a Trust-wide policy and applies to all staff within the Trust.		
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<b>MANDATORY READERSHIP</b>		Headteachers and any staff involved in drawing up contracts of employment and letters of variation	

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The Fallibroome Trust (Company number: 07346144). A company incorporated as private limited by guarantee.  
 Registered Office situated in England and Wales

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## **Changes from 2020/21 Pay Policy**

Section 13	Upper pay – progression
Section 14	Deputy CEO – new post
Section 19	TLR for part time staff
Section 27	Support Staff Overtime arrangements

## **1. Introduction**

The Fallibroome Trust recognises all statutory, Department for Education (DfE) and contractual conditions in respect of pay matters. The Trust recognises particularly the statutory guidance regarding links between Performance Management and Teachers' salary and the Pay Policy is formulated accordingly.

## **2. Purpose**

The Pay Policy sets out the pay arrangements for the staff of the Fallibroome Trust and is consistent with the Nolan principles of public life in respect of selflessness, integrity, objectivity, accountability, openness, honesty and leadership.

## **3. Governance**

The Governing Body of each school in the Fallibroome Trust is a committee of the Trust and will adopt the policies communicated by the Trust Board of Directors.

The Fallibroome Trust is committed to ensuring equality of opportunity and equitable treatment for all staff. It will comply with all discrimination legislation.

## **4. Scope**

This policy applies to all permanent and fixed term employees who have satisfactorily completed their probationary period. Pay decisions for Early Career Teachers (ECT's) will be in accordance with the statutory induction process. The Fallibroome Trust recognises that salary is no longer statutorily portable from one school to another.

On 1 September 2021, the Trust family of schools are: -

Adlington Primary School, Broken Cross Primary Academy & Nursery, Eaton Bank Academy, Fallibroome Academy, Gawsorth Primary School, Marlborough Primary School, Nether Alderley Primary School, Whirley Primary School, Winsford Academy and Upton Priory School.

## **5. Directors' obligations**

The Fallibroome Trust Directors will ensure that each school fulfils its obligations to: -

- Teaching staff as set out in the School Teachers' Pay and Conditions Document ('the STPCD') (being the annual version relevant to the decision(s) to be made) and the Conditions of Service for School Teachers in England and Wales (known as the 'Burgundy Book').
- Support staff as set out by the National Joint Council (NJC) in the Local Government Services National Agreement on Pay and Conditions of Service (known as the 'Green Book') and any relevant local arrangements.

## **6. Chief Executive's obligations**

The CEO will ensure that each school has clear arrangements for linking overall performance to pay progression and will ensure that effective Performance Management arrangements are in place and that all appraisers have the knowledge and skills to apply this policy fairly.

## **7. Governing Body obligations**

The Governing Body of each school will assure itself that appropriate arrangements for linking performance to pay progression are in place, are applied consistently and that pay decisions made can be justified objectively.

The Governing Body will consider the school's budget and ensure that appropriate funding is allocated for pay progression. They will monitor the outcomes of pay decisions, including the extent to which different groups of teachers may progress at different rates, ensuring the school's continued compliance with legislation.

#### **8. Pay date**

All Fallibroome Trust staff will be paid on or before the fifteenth day of each month.

#### **9. Pay reviews**

Staff will receive feedback on their performance in their annual Performance Management review which recognises their strengths, informs plans for their future development and helps to enhance their professional practice. The assessments will be based on evidence to be fair and consistent.

Performance Management reports for teaching staff will contain pay recommendations. The final decision about whether to accept a pay recommendation will be made by the appropriate committee of the Governing Body considering advice from the Headteacher and Senior Leadership Team.

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.

#### **10. Salary Differentials**

Appropriate salary differentials will be maintained between posts recognising levels of accountability and responsibility and the individual schools' need to recruit, retain and motivate employees of the required competence at all levels.

#### **11. Salary on appointment**

The Headteacher will determine the pay range for a vacancy before advertising it. The Headteacher may use their discretion to award a recruitment and retention incentive benefit to secure the first choice candidate.

#### **12. Main Pay Range**

##### **Salary scales**

The Fallibroome Trust recognises that national pay ranges exist for guidance. The School Teachers' Pay & Conditions Document 2021 recommended that 0% was applied to all of the points on the Main Pay Range.

The Fallibroome Trust will use the Main Pay Range values which are shown in Appendix 1.

##### **Pay Progression**

Pay progression for teachers on the Main Pay Range will be considered annually. All staff can be considered for progression to the top of their pay range over time as a result of successful Performance Management.

Progression is dependent on successfully meeting the relevant Teacher Standards and demonstrating a sustained level of performance which meets the school's expectations for the post. Pay progression considers the totality of a teacher's performance and not just whether they have met their Performance Management objectives.

The Headteacher may award progression of one pay point for performance in line with the school's expectations where the above conditions have been satisfied. The appropriate committee of the Governing Body may consider progression of more than one pay point where performance has exceeded expectations for that level of post and/or where all objectives have been exceeded as part of the Performance Management review.

Annual pay progression within this pay range is not automatic.

### **13. Upper Pay Range**

#### **Salary scales**

The Fallibroome Trust recognises that national pay ranges exist for guidance. The School Teachers' Pay & Conditions Document 2021 recommended that 0% was applied to the statutory minimum and maximum of the upper pay range.

The Fallibroome Trust will use the Upper Pay Range values which are shown in Appendix 1.

#### **Pay Progression**

All staff can be considered for progression to the top of their pay range over time as a result of successful Performance Management.

Progression on the Upper Pay Range will be considered every two years.

Progression is dependent on successfully meeting the relevant Teacher Standards and demonstrating a sustained level of performance which meets the school's expectations for the post. Pay progression considers the totality of a teacher's performance and not just whether they have met their Performance Management objectives.

The Headteacher may award progression of one pay point for performance where the teacher's contribution to the school has been substantial and sustained and the professional standards applying to teachers have been maintained and show continued performance appropriate to those on the Upper Pay Range. The appropriate committee of the Governing Body may consider progression of more than one pay point where performance has exceeded expectations for that level of post and/or where all objectives have been exceeded as part of the Performance Management review.

Annual pay progression within this pay range is not automatic.

#### **Movement to the Upper Pay Range**

##### **Application**

It is the responsibility of individual teachers to decide whether they wish to apply to be paid on the Upper Pay Range. All applications will be assessed in accordance with this Policy.

Applications may be made once a year and must be submitted by the end of the

summer term.

### Assessment criteria

All applications will be considered against the Teachers' Standards as set out in within the STPCD. An application will be successful if the Headteacher and the appropriate committee of the Governing Body is satisfied that:

- The teacher is highly competent in all elements of the relevant standards.
- The teacher's achievements and contribution to the education setting or settings are substantial and sustained.

'Highly competent' means the teacher has demonstrated good performance with the ability to provide coaching and mentoring to other teachers, as well as providing advice and demonstrating to them an effective teaching practice with a view to making a wider contribution to the work of the school.

'Substantial' means the teacher has played a critical role at the school and has made a distinctive contribution to the raising of pupil standards, as well as promoting their own professional development and used this to improve pupils' learning.

'Sustained' means the teacher has continuously maintained their personal achievements over a period of at least three school years.

If a teacher has been absent during the relevant review period, the school will exercise its discretion to consider a lesser period in which to review performance.

### Procedure

If successful, an applicant will be placed on Point 1 of the Upper Pay Range.

If unsuccessful, an applicant will be given written feedback within five working days of the decision, detailing why their application has been unsuccessful and which of the required standards have not been met.

An appeal against an unsuccessful application will be heard under the appeal procedure outlined below.

## 14. Leadership Group

### School Group Sizes – Leadership Pay Range

#### TUPE

School	School size	School Group
Adlington Primary School	1/2 form entry	1
Nether Alderley Primary School	1/2 form entry	1
Broken Cross Primary Academy & Nursery	1 form entry	1
Gawsworth Primary School	1 form entry	2
Whirley Primary School	1 form entry	2
Upton Priory School	2 form entry	4
Marlborough Primary School	2 form entry	4
Eaton Bank Academy	11 - 18	6
Winsford Academy	11 - 16	6
Fallibroome Academy	11 - 18	7

Within the Trust family of schools, the salary range for the school leadership will be: -

- 1) Headteacher salary will sit within a 7 point (inclusive) range on the Leadership scale.
- 2) Deputy Headteacher/Vice Principal salary will sit within a 5 point (inclusive) range on the Leadership scale.
- 3) Assistant Headteacher/Assistant Principal salary will sit within a 5 point (inclusive) range on the Leadership scale.

### **Salary scales**

The Fallibroome Trust recognises that national pay ranges exist for guidance. The School Teachers' Pay & Conditions Document 2021 recommended that 0% was applied to the statutory minimum and maximum of the leadership pay group.

The Fallibroome Trust will use the Leadership pay values which are shown in Appendix 1.

### **Pay Progression**

All staff can be considered for progression to the top of their pay range over time as a result of successful Performance Management with progress by one point every year subject to satisfactory performance management with the agreed pay range for the post.

The review of leadership salaries shall normally take place as soon after 1 September as possible with any salary increase backdated to that date. For Headteachers, this review can take place up to 31 December to coincide with the Performance Management cycle and any award will be backdated to 1 September.

### **Pay Progression Criteria**

#### **Chief Executive Officer**

The CEO must demonstrate sustained high quality of performance in respect of the leadership, management and overall pupil progress of the Fallibroome Trust schools and is subject to a review of the totality of their performance as agreed with their appraisers before any pay increase can be awarded.

The Board of Directors, through the Audit and Remuneration Committee, sets the performance objectives for the CEO. The subsequent assessment of achievement against these objectives informs the annual assessment of the CEO's salary by the Committee. The Committee may employ an external educational consultant to support the process who is able to advise on current trends and benchmarks relating performance and pay within the academy sector.

Salary is normally progressed by one point on the pay scale. The Fallibroome Trust Directors may consider movement by two points in exceptional circumstances where all objectives have been exceeded or where performance has exceeded expectations as part of the Performance Management review.

Annual pay progression within this pay range is not automatic.

#### **Deputy CEO**



From academic year 2021/22, the role of Deputy CEO was introduced.

The CEO is responsible for the performance management of the Deputy CEO. The CEO may be assisted by an independent educational partner and a member of the Trust Board and the determination of their salary is in accordance with the provisions laid down in the STPCD. The Deputy CEO must demonstrate sustained high quality of performance and is subject to a review of the totality of their performance as agreed with the appraisers before any pay increase can be awarded.

Pay is normally progressed by one point on the pay scale. The Board of Directors may consider movement by two points in exceptional circumstances where all objectives have been exceeded or where performance has exceeded expectations as part of the Performance Management review.

Annual pay progression within this pay range is not automatic.

### **Principal/Headteacher**

The CEO is responsible for the performance management of the Principal/Headteacher of the individual schools within the Trust, although they may delegate this task to the Deputy CEO. The CEO may be assisted by an independent educational partner and the Chair of the Local Governing Body and the determination of their salaries is in accordance with the provisions laid down in the STCPD. The Headteacher must demonstrate sustained high quality of performance in respect of the leadership, management and pupil progress of their school and is subject to a review of the totality of their performance as agreed with their appraisers before any pay increase can be awarded.

Pay is normally progressed by one point on the pay scale. The Governing Body may consider movement by two points in exceptional circumstances where all objectives have been exceeded or where performance has exceeded expectations as part of the Performance Management review.

Annual pay progression within this pay range is not automatic.

### **Vice Principal/Deputy Headteacher**

Performance management and pay determination for members of the Trust schools' leadership teams is delegated to the Principal/Headteacher at school level and ratified annually by the Governing Body in the Autumn term. The Vice Principal/Deputy Headteacher must demonstrate sustained high quality of performance in respect of school leadership, management and pupil progress and is subject to a review of the totality of their performance as agreed with their appraiser before any discretionary pay increases can be awarded.

Pay is normally progressed by one point on the pay scale. The Governing Body may consider movement by two points in exceptional circumstances where all objectives have been exceeded or where performance has exceeded expectations as part of the Performance Management review.

Annual pay progression within this pay range is not automatic.

## **15. Part-time teaching staff**

Part-time teachers will have their salary calculated in accordance with any statutory

entitlement, including their right to pro-rata arrangements for planning, preparation and assessment (PPA) time. The salary is calculated on a pro-rata basis against that of a full-time teacher, based on the percentage contact time when compared with the normal expectation for such comparable full-time teachers in the school.

## **16. Supply teachers**

Teachers who work on a day-to-day basis will have their salary calculated in accordance with the statutory salary arrangements and will be paid pro-rata within the Main Pay Range, unless otherwise entitled to be paid on the Upper Pay Range.

## **17. Unqualified teachers (UQT)**

Any unqualified teacher employed at a school shall be paid in accordance with the provisions of the current STPCD and paid on the salary scale for unqualified teachers. The school will consider on a case-by-case basis time spent outside teaching but in an occupation relevant to teaching.

Any unqualified teacher on an employment-based route into teaching, recognised by the school shall be paid within the unqualified teachers' range.

Unqualified teachers must demonstrate sustained high quality of performance in respect of their agreed performance objectives and relevant standards.

The Fallibroome Trust will use the Unqualified Teacher pay values which are shown in Appendix 1.

Annual pay progression within the pay range is not automatic.

## **18. Acting allowances**

The Fallibroome Trust observes DfE guidance in respect of acting allowances, ensuring that the assessment of need for an acting allowance is made when a teacher assumes the duties of another for at least four weeks.

Any member of staff acting up to a higher position must first agree to take on the duties in question. This does not apply to a deputy Headteacher, who is contractually obliged to act as the Headteacher when needed.

Where a teacher is required to act as Headteacher, deputy or assistant Headteacher for a period in excess of four weeks, they will be paid an allowance to recognise the additional responsibilities.

The Headteacher will determine the acting up allowances for non-leadership group posts, including support staff posts, by considering the responsibilities of the post and the respective salaries of the person acting up and the post holder's salary.

Payment of an acting allowance or temporary upgrading shall be from the day the member of staff takes on the duties of another.

## **19. Teaching and Learning Responsibility (TLR) payments**

The Headteacher may award TLR payments to teachers who occupy posts of additional responsibility in accordance with the statutory provisions of the STPCD.

Each school may determine whether to award a TLR1, TLR2 or TLR3 (time limited). Holders of a TLR1 or TLR2 may also be eligible to hold a TLR3.

A TLR payment is awarded 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.

Before awarding any TLR, the Governing Body must be satisfied that the teacher's duties include a significant responsibility that is not required of all classroom teachers and that:

- 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

The 3 types of TLR payments are:

- 1) **TLR1 payments:** for sustained additional responsibilities, with line management responsibilities for a significant number of people
- 2) **TLR2 payments:** for sustained additional responsibilities with some line management of people
- 3) **TLR3 payments:** fixed-term payments for time-limited school improvement projects or one-off externally driven responsibilities

TLR payments may only be awarded in the context of the school's staffing structure and Pay Policy.

### **Adjusting the value for part-time teachers**

Following the STPCD, TLR 1 and TLR 2 will be paid pro rata at the same proportion as the teacher's part-time contract. For example, if a part-time teacher works a 0.8 full-time equivalent contract, they should receive 80% of the TLR payment.

The pro-rata principle does not apply to TLR3s. A part-time teacher receiving a TLR3 payment will receive the full value of payment.

This reflects an expectation that the overall demands of the role, including both the substantive teaching contract and the TLR, should broadly match the proportion of their FTE that is paid. In some cases this may mean a timetable load reduction in excess of the proportion of FTE, to enable the TLR to be fully delivered

## **21. Special educational needs (SEN) allowances**

A SEN allowance may be awarded to a classroom teacher in any SEN post that requires a mandatory SEN qualification for teaching pupils with SEN.

Where a SEN allowance is to be paid, the appropriate committee of the Governing Body must determine the value of the allowance, considering the structure of the school's SEN provision and the following factors:

- Whether any mandatory qualifications are required for the post.
- The qualifications or expertise of the teacher relevant to the post.

- The relative demands of the post.

The allowance will be within the range set out in the STPCD.

## **22. Recruitment and Retention incentives**

The Fallibroome Trust recognises that its schools may need to use incentives in response to local recruitment and retention difficulties.

The use of recruitment and retention incentives within the school will be on a non-discriminatory basis. Recruitment and retention incentives will only be used where it would otherwise be impossible to meet the requirements of the staffing structure and/or the school development plan.

These additional payments under the terms of the STPCD will be considered as and when necessary and will be subject to budgetary considerations and their duration will be made clear from the outset.

The value of any incentive offered will normally be between £1,000 and £5,000 a year, depending on the grade of the associated post held.

## **23. Salary safeguarding**

Salary safeguarding arrangements will be in accordance with the provisions of the current STPCD.

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

## **24. Support staff**

### **Salary scales**

The Fallibroome Trust recognises that national pay ranges exist for guidance.

At the time of the publication, the National Employers and National Trade Unions had not concluded the pay negotiations. This policy will be updated as soon as the pay award is confirmed.

Part-time support staff, both term-time only employees and those working less than the full-time hours per week or both, will have their salaries calculated on a pro-rata basis.

The salary will be equated over a 12-month period and the entitlement to statutory and contractual paid holiday will be included in all calculations.

The Fallibroome Trust will use the Support Staff pay values shown in Appendix 2.

### **Pay Progression for Support staff**

Support staff must demonstrate sustained high quality of performance in respect of their agreed performance objectives and relevant standards.

The Headteacher or line manager may award one pay point for sustained, high quality performance in line with the school's expectations where the above conditions have been satisfied. The appropriate committee of the Governing Body may consider progression of more than one pay point where performance has exceeded

expectations for that level of post and/or where all objectives have been exceeded as part of the Performance Management review.

Annual pay progression within the pay range for these posts is not automatic.

### **Support staff grade changes**

Requests for support staff grade changes need to be proposed by the Headteacher and reviewed by the Trust central team (Finance, HR and Payroll) before implementing.

## **25. Salary sacrifice**

The Fallibroome Trust currently offers a salary sacrifice childcare voucher scheme and a salary sacrifice cycle to work scheme.

## **26. Discretionary additional payments or honorarium**

The Fallibroome Trust will observe any statutory provisions in respect of additional payments.

All employees are expected to perform any other duties commensurate with their job grade as reasonably required from time to time. However, there may be occasions where an employee agrees to take on additional duties and responsibilities that may be at the same level of their substantive grade but are beyond the reasonable scope of their normal job remit. In such circumstances, it may be possible to justify a discretionary additional payment or honorarium.

An honorarium should only be considered where there is a justifiable reason and the individual is not eligible for an additional hours or acting up payment.

An honorarium is a token payment to recognise an employee's goodwill in undertaking duties beyond the scope of their normal job remit and is not intended to be rewarded on an hours worked basis. An honorarium will be up to a maximum of £1000 (gross) and no more than 5% of the employee's annual salary.

**Discretionary additional payments, including honoraria, must be agreed with the Trust CEO and COO in advance of being confirmed to an employee.**

## **27. Payment for Overtime hours**

Overtime should be agreed in advance of the hours being worked by a member of staff with authority to approve overtime.

The provisions listed below will apply to employees graded up to the maximum of NJC Grade 8.

- No other entitlements apart from those stated below will be paid.
- Only one enhancement (the highest) will be payable at any one time.
- The provisions for replacement cover (detailed below) will apply.

Where employees on NJC Grades 9-12 work unsocial hours or overtime this should be accommodated via time off in lieu. Where this is not possible consideration should be given for additional payment at plain time.

## **Additional Hours & Overtime**

Although the Trust discourages overtime for budgetary reasons, where there is a requirement for additional hours, the provisions below will apply:-

For employees working less than 37 hours per week, either:

- payment at plain time for each hour worked, or
- time off in lieu if this can be managed by the department
- time off in lieu should be worked within two weeks of the hours being accrued unless there are extenuating circumstances which prevent this

If the hours in any one working week exceed 37 for those hours worked above 37 the provisions below apply.

For employees working 37 hours per week (or equivalent for those with contract hours spread over a longer period), either

- payment at time and a half for all hours worked, or
- time off in lieu on an hour for hour basis if requested by the employee and if it can be managed by the department
- time off in lieu should be worked within two weeks of the hours being accrued unless there are extenuating circumstances which prevent this

Note - only completed 15 minute periods worked on each day will qualify for payment.

## **Weekend Working**

Payment for all overtime hours worked on a Saturday or Sunday (00:01hrs Saturday - 23:59hrs Sunday) at whatever time will be at time and a half.

Where the weekend working is overtime (as the employee's normal working week is Monday to Friday) the overtime provision above will apply, i.e.:

- time off in lieu on an hour by hour basis if requested by the employ and it can be managed by the department or
- payment at time and a half

## **Call-ins**

Where employees are called back to their workplace after their normal hours of work the hours worked, including travelling time, will be paid as detailed below

(i) for hours up to 37 hrs per week - at the rate appropriate for the period with a minimum payment of 2 hours.

## **28. Pay Policy Appeals process**

### **Stage 1**

An employee who is dissatisfied with a pay determination should first discuss the matter informally with the Headteacher within ten working days of receiving the pay determination.

### **Stage 2**

Following the informal discussion, if the employee believes the incorrect recommendation has been made, they should make formal representations in writing to the Chair of the relevant committee of the Governing Body within ten working days of the outcome of the informal discussion. The employee should set out the grounds for not agreeing with the pay recommendation.

A formal meeting will then be held where the employee will be given the opportunity to make representations, call witnesses and have the opportunity to ask questions with the Chair of the relevant committee of the Governing Body. The committee's decision will be communicated to the employee within ten days of the hearing and the employee will be notified of their right of appeal.

### **Stage 3**

If the employee remains dissatisfied, they may appeal the decision within ten working days of receipt of the committee's decision and have an appeal before an appeal panel of governors. The appeal panel will comprise three non-staff governors who were not part of the original pay decision. The appeal will normally be held within 15 working days of the employee's appeal notification.

The employee will be provided with at least five working days' notice of the date and time of the appeal hearing and will be entitled to be accompanied by either a colleague or trade union representative.

During the appeal hearing, both the employee and management representative (usually the Chair of the relevant committee of the Governing Body of each school) will have the opportunity to present their evidence and call witnesses and to question each other.

Once the appeal has been heard, the appeal panel must reach a decision which will be confirmed to the employee in writing within five working days of the appeal hearing. The appeal panel's decision will be final and there is no recourse for the appeal to be re-opened under the school's grievance procedure.

## **29. Link with Capability procedures**

The appropriate committee of the Governing Body will normally withhold a point on the relevant scale in the case of formal capability procedures having been initiated using the school's adopted procedure. It will also consider withholding an increment in the case of informal capability, where applicable, having been initiated. In addition, when an employee's Performance Management is unsatisfactory, pay progression may also be withheld.

Where an employee's performance is such that a point is to be withheld, the appropriate committee of the Governing Body may review the position at a later date during the academic year. Where such review identifies satisfactory improvement, the

increment shall be awarded from the date that the performance was considered satisfactory and the Capability procedure closed.

Whenever the performance of an employee is deemed unsatisfactory, they should be so informed in writing in accordance with the school's Performance Management and/or Capability procedures as soon as the concern becomes apparent. Where such issues are identified during the year end Performance Management, the employee should be informed in writing no later than 31 October, and in advance of the notification of their annual salary assessment.

### **30. Policy review**

This policy will be reviewed at least annually.



# APPENDIX 1: TEACHERS' PAY RATES 1 September 2021

## Main Pay Range MPR

Point	Sept 2021 (£ pa) (0%)
MPR1	25,714
MPR2	27,600
MPR3	29,664
MPR4	31,778
MPR5	34,100
MPR6	36,961

## Upper Pay Range UPR

Point	Sept 2021 (£ pa) (0%)
UPR 1	38,690
UPR 2	40,124
UPR 3	41,604

## Unqualified Teachers UQT

Point	Sept 2021 (£ pa) (0%)
UQT 1	18,419
UQT 2	20,532
UQT 3	22,644
UQT 4	24,507
UQT 5	26,622
UQT 6	28,735

## TLR Allowance Values

	Sept 2021 (£ pa) (0%)
TLR 1a	13,390
TLR 1b	10,201
TLR 1c	8,291
TLR 2a	6,695
TLR 2b	4,784
TLR 2c	2,873

<b>TLR 3a</b>	<b>2,500</b>
<b>TLR 3b</b>	<b>1,250</b>
<b>TLR 3c</b>	<b>625</b>

**Recruitment & Retention Allowance Values**

	<b>Sept 2021 (£ pa)</b>
<b>R&amp;R 1</b>	<b>1,000</b>
<b>R&amp;R 2</b>	<b>2,000</b>
<b>R&amp;R 3</b>	<b>3,000</b>
<b>R&amp;R 4</b>	<b>4,000</b>
<b>R&amp;R 5</b>	<b>5,000</b>

**National Living Wage 1 April 2021 – 31 March 2022**

<b>National Living Wage</b>	<b>21 - 22</b>	<b>18 – 20</b>	<b>16 – 17</b>	<b>Apprentice (minimum)</b>
£8.91	£8.36	£6.56	£4.62	£4.30

<b>LEADERSHIP PAY</b>	
<b>Leadership Pay Group</b>	<b>E&amp;W (excl. the London Area)</b>
1	£42,195
2	£43,251
3	£44,331
4	£45,434
5	£46,566
6	£47,735
7	£49,019
8	£50,151
9	£51,402
10	£52,723
11	£54,091
12	£55,338
13	£56,721
14	£58,135
15	£59,581
16	£61,166
17	£62,570
18	£64,143
19	£65,735
20	£67,364
21	£69,031
22	£70,745
23	£72,497
24	£74,295
25	£76,141
26	£78,025
27	£79,958
28	£81,942
29	£83,971
30	£86,061
31	£88,187
32	£90,379
33	£92,624
34	£94,914
35	£97,273
36	£99,681
37	£102,159
38	£104,687
39	£107,239
40	£109,914
41	£112,660
42	£115,483
43	£117,197

## APPENDIX 2: SUPPORT STAFF PAY RATES 1 April 2021\*

		01-Apr-21	
Grade	SCP	SALARY	Hourly rate
1	1	18,333	9.50
2	1	18,333	9.50
	2	18,516	9.60
3	2	18,516	9.60
	3	18,887	9.79
	4	19,264	9.99
4	4	19,264	9.99
	5	19,650	10.19
	6	20,043	10.39
5	6	20,043	10.39
	7	20,444	10.60
	8	20,852	10.81
	9	21,269	11.02
	10	21,695	11.25
6	11	22,129	11.47
	11	22,129	11.47
	12	22,571	11.70
	13	23,023	11.93
	14	23,484	12.17
	15	23,953	12.42
	16	24,432	12.66
7	17	24,920	12.92
	17	24,920	12.92
	18	25,419	13.18
	19	25,927	13.44
	20	26,446	13.71
	21	26,975	13.98
	22	27,514	14.26
8	23	28,226	14.63
	23	28,226	14.63
	24	29,174	15.12
	25	30,095	15.60
	26	30,984	16.06
	27	31,895	16.53
9	28	32,798	17.00
	28	32,798	17.00
	29	33,486	17.36
	30	34,373	17.82
10	31	35,336	18.32
	31	35,336	18.32
	32	36,665	19.00
	33	37,987	19.69
	34	39,515	20.48
11	35	41,441	21.48
	35	41,441	21.48
	36	42,678	22.12
	37	43,914	22.76
	38	45,291	23.48
	39	46,662	24.19
12	40	48,120	24.94
	40	48,120	24.94
	41	49,586	25.70
	42	51,278	26.58
	43	52,973	27.46
	44	54,090	28.04
	45	55,205	28.61

		01-Apr-21	
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4	4	19,264	9.99
	5	19,650	10.19
	6	20,043	10.39
5	6	20,043	10.39
	7	20,444	10.60
	8	20,852	10.81
	9	21,269	11.02
	10	21,695	11.25
6	11	22,129	11.47
	11	22,129	11.47
	12	22,571	11.70
	13	23,023	11.93
	14	23,484	12.17
	15	23,953	12.42
7	16	24,432	12.66
	17	24,920	12.92
	17	24,920	12.92
	18	25,419	13.18
	19	25,927	13.44
	20	26,446	13.71
8	21	26,975	13.98
	22	27,514	14.26
	23	28,226	14.63
	23	28,226	14.63
	24	29,174	15.12
	25	30,095	15.60
9	26	30,984	16.06
	27	31,895	16.53
	28	32,798	17.00
	28	32,798	17.00
10	29	33,486	17.36
	30	34,373	17.82
	31	35,336	18.32
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	32	36,665	19.00
	33	37,987	19.69
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