



Pay Policy

Approved via Governorhub

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Pay Policy

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Aims:

This policy is based on the model template provided by EPM, where Academy Trusts have continued to adopt the School Teachers' Pay and Conditions Document (STPCD), which is a statutory document for maintained schools and the Green Book is adopted for support staff.

Definitions:

- Headteacher also means Chief Executive Officer, Head of School
- School also means Academy or Academies
- Governors also means Trustees or Directors
- Pay Body means governing body for a Maintained School, Single Academy or Trustees, Directors or Members of a Trust (according to the employer's Scheme of Delegation).

1. Introduction**September 2024 Pay Award**

- 1.1. The minimum and maximum of the pay ranges and allowances for the September 2025 pay award are set out in the STPCD 2025, along with advisory rates for the Pay Ranges, which Soke Education Trust adopt.
- 1.2. The Pay Body will operate the Pay Policy as the 'relevant body', as defined in the STPCD, and for the pay arrangements agreed for all the support staff which will:
- 1.3. Grade posts appropriately within the conditions of employment identified in the current STPCD and the conditions of service for support staff employed by the Pay Body.
- 1.4. Take into account pay relativities between posts within the teachers of the Pay Body and support staff of the Pay Body.
- 1.5. Ensure that the annual appraisal of all teaching staff, including those absent from duty for any reason, is fairly and properly conducted in accordance with the School's Appraisal Policy as soon as possible by 31 October, at the latest; 31 December, for the Headteacher of the academic year.
- 1.6. Where a pay determination leads or may lead to the start of a period of safeguarding, the Pay Body will give the required written statement of notification as soon as possible, and no later than one month after the date of the determination.
- 1.7. Ensure that discretion available under the STPCD is exercised in a fair and equitable manner.
- 1.8. Give recognition to assigned Teaching and Learning Responsibilities (TLR), whether for a permanent post, an acting period, or a temporary project (TLR3).
- 1.9. Comply with the salary safeguarding arrangements in the current STPCD.

1.10. Ensure that an appropriate evaluation process is used to determine the salary range for members of support staff.

1.11. This policy statement will be available to employees of the Pay Body.

2. Delegation of Decision Making

CEO/Headteacher

2.1. The Pay Body will delegate the day-to-day management of this policy to the Headteacher except where stated, otherwise. Where the Headteacher has used discretion, as allowed under certain provisions of the STPCD and the pay provisions for support staff, they will ensure the Pay Body is informed.

2.2. The Headteacher shall make annual recommendations on the salary of all employees to the Pay Body. This will include sufficient information for the Pay Body to assess their position with regard to the gender pay gap reporting requirements and public sector equality duty

2.3. The Headteacher will have regard for the budget and the requirements of employment legislation; in particular the following, and shall seek advice as and when required: The Trust does not support automatic portage of salary points, however in determining the specific starting salary for a successful applicant, the selection panel will take into account the applicant's relevant career history, previous salary, skills and qualifications based on the evidence collected through the selection process, including references.

- The Equality Act 2010 (including requirements under the Public Sector Equality Duty and Gender Pay Gap reporting requirements)
- The Employment Rights Act 1996
- The Employment Relations Act 1999
- The Employment Act 2002
- The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- The ACAS Code of Practice (section 199 of the Trade Union and Labour Relations (Consolidation) Act 1992
- The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002

An Appropriate Committee Structure

2.4. The Pay Body will delegate to the AFR&P Committee (hereafter referred to as the "Review Committee") the right to make recommendations to the Pay Body arising out of this policy. The number of directors on the committee shall be a minimum of three. No member of the Review Appeals Committee, referred to below, will be a member of the Review Committee. No governor or director who is employed by the Pay Body may be a member of the Review Committee or the Review Appeals Committee. No employee may sit on either committee if they, directly or indirectly, may benefit from the decisions of the committee. The Pay Body will delegate to a committee of

governors, trustees and Trust Employee(s) (hereafter referred to as the “Review Appeal Committee”) any appeals by individual employees against decisions of the Review Committee in 2.4 arising out of this policy or the Appraisal Policy. The number of persons on the committee shall normally be five, of which at least three directors or governors shall sit in rotation. Any appeal will be dealt with before a final decision is reported to the Pay Body.

- 2.5. The Pay Body will delegate to a committee of governors, trustees and Trust Employee(s) (hereafter referred to as the “Review Appeal Committee”) any appeals by individual employees against decisions of the Review Committee in 2.6 arising out of this policy or the Appraisal Policy. The number of persons on the committee shall normally be five, of which at least three governors shall sit in rotation. Any appeal will be dealt with before a final decision is reported to the Pay Body

Review of Recommendations to, or Decisions of, the Review Committee

Prior to submitting a salary recommendation to the Review Committee, the CEO or Headteacher (or Chair of the Appraisal Review Committee in the case of the Headteacher, see 2.21) will inform the employee of their recommendation along with confirmation as to when the Review Committee is meeting.

- 2.6. If an employee is not satisfied with the pay recommendation, they will have the opportunity to discuss the recommendation informally with the appraiser or Headteacher (or Chair of the Appraisal Review Committee in the case of the Headteacher) before the recommendation is passed to the Review Committee.
- 2.7. If the employee does not agree with the recommendation, the employee can provide a written statement in advance of this meeting.

This statement must indicate the reason/s why they disagree with the recommendation and must fall within one or more of the following:

That the recommendation:

- incorrectly applied any provision of the appropriate salary and/or appraisal policy
- in the case of a teacher, who failed to have proper regard for the STPCD statutory/contractual guidance
- failed to take proper account of relevant evidence
- took account of irrelevant or inaccurate evidence
- was biased; or
- otherwise unlawfully discriminated against the employee

The employee will have at least five working days’ notice between the date they are informed of the recommendation and the date of the meeting of the Review Committee to provide this written statement. The statement should be submitted to the Clerk of the Pay Body who will provide a copy to the Review Committee and the Headteacher (or Chair of the Headteacher’s Appraisal Review Committee, in the case of the Headteacher) prior to the meeting.

- 2.8. At the meeting, the employee will have the opportunity to make representations, including presenting evidence, calling witnesses and the opportunity to ask questions.
- 2.9. The decision of the Review Committee will be provided to the employee in writing, along with details of how to appeal (see below).
- 2.10. The procedure to be followed for the review hearing is attached in Annex A.

Appeals against Salary or Appraisal Decisions

- 2.11. The employee may appeal against the decision of the Review Committee. Any appeal must be made in writing to the Clerk to the Pay Body, within five working days of receipt of the Review Committee's decision. The appeal should outline the grounds for appeal, in line with 2.9 above.
- 2.12. The decision of the Review Appeal Committee shall be final. Once an appeal has been resolved, the final decisions regarding the assessment of salaries shall be reported to the Pay Body.
- 2.13. The procedure to be followed for the appeal is attached in Annex B of this policy.

Threshold Application

- 2.14. An application must be made by 30th September and submitted to the Headteacher.

A successful applicant will progress to a point on the upper pay range determined by the Headteacher from 1st September of that academic year. Increases in pay will be effective from this date and will be backdated if required.

Successful applicants will progress to the minimum of the upper pay range.

A successful applicant will have demonstrated through the appraisal process:

- that they are highly competent in all elements of the relevant standards; and
 - that their achievements and contributions are substantial and sustained.
 - See Annex C for the Pay Body's definition of "highly competent" and "substantial and sustained".
- 2.15. The Headteacher shall inform the teacher of the recommendation they will be making to the Review Committee regarding the threshold application as soon as possible after the closing date has passed. The Headteacher shall provide verbal feedback on the relevant criteria indicated or, in the case of an unsuccessful application, in writing on the original application form. Feedback shall also include advice on aspects of performance that would benefit from further development. The process to be followed where the employee does not agree with the recommendation is as outlined in paragraphs 2.8 to 2.15.
- 2.16. Upper pay range decisions will only apply to posts under the employment of this Pay Body.

- 2.17. Eligibility for progression through the Upper Pay Range will be made every two years, following successful completion of the appraisal targets set out and in accordance with the Trust's career progression document.

Statement of Salary

- 2.18. Salary assessment forms will be issued to confirm salary decisions reached.

The Chair of the Pay Body

- 2.19. The Chair of the Pay Body will be available to the Headteacher for consultation, should they be required. For this reason, the Chair of the Pay Body may not be a member of the Review Committee or Review Appeal Committee. The CEO will be available to the Headteacher for consultation on the matters of this policy delegated to the Headteacher prior to recommendations being made to the Pay Body

The Appraisal Review Committee for the Headteacher's Review

- 2.20. The Pay Body will delegate the CEO and up to 3 governors, none of whom shall be employees of the Pay Body, to carry out the appraisal review for the Headteacher. The agreed objectives and indicators/measures may be referred for moderation to the Chair of the Pay Body.
- 2.21. It is the stated wish of the Pay Body that the delegated governors should be appropriately trained.

3. Exercise of Discretion Under the STPCD

Starting Salary of New Classroom Teacher Appointments

- 3.1. When advertising a teaching post, the Pay Body, or delegated committee, will identify the range of salaries the Pay Body is prepared to pay, subject to qualifications and experience. The Trust does not support automatic portage of salary points, however in determining the specific starting salary for a successful applicant, the selection panel will take into account the applicant's relevant career history, previous salary, skills and qualifications based on the evidence collected through the selection process, including references. The selection panel may, at its discretion, recognise a teacher's upper pay range status, as awarded by another school, without requiring the teacher to re-apply separately through the school's procedure. This is provided there is scope within the established pay range for the post to award a starting salary on the upper pay range and on the condition that there is sufficient evidence collected through the selection process that the teacher meets the relevant criteria
- 3.2. Where the Headteacher or selection panel regards a teacher to have the relevant teaching experience or non-teaching experience, which is **directly relevant** to the post being offered, then an appropriate salary will be offered within the advertised range.
- 3.3. The Headteacher will confirm salary decisions, and the rationale behind them, to the appropriate committee of the Pay Body.

Calculation of Part-Time Teachers' Salaries

- 3.4. The Pay Body will ensure that all part-time teachers employed by the Pay Body will have their salaries calculated in accordance with the STPCD and the "pro-rata principle", except where a part-time teacher is awarded a TLR3. Until September 2026 Duties that attract a TLR1 or TLR2 will be paid in proportion to the responsibilities being carried out.
- 3.5. The Pay Body will ensure that the total amount of time for which a part-time teacher may be directed is calculated in accordance with the STPCD and the "pro-rata principle".
- 3.6. All part-time teachers will be advised of how their salary and directed time are calculated.

Recruitment/Retention Incentives

- 3.7. The Pay Body may have a policy regarding any payment of recruitment/retention incentives or benefits in accordance with paragraph 27 of the STPCD.
- 3.8. The policy adopted by the Pay Body will be made known to employees and set out as Annex D to this policy.

Staffing Structure

- 3.9. The Headteacher will recommend, to the Pay Body, a staffing structure for the School that:
 - Takes account of any financial limits determined by the Pay Body or delegated committees
 - Identifies the posts to which allowances will be allocated for permanent TLRs, in accordance with the requirements of the STPCD
 - Will determine the value of any TLR post that is to be paid for a short-term period. A statement identifying a payment within the range for TLR3, the length of time for which it will be paid, and the reason for the short-term payment will be provided to the appropriate committee of the Pay Body
 - Identifies the level of allowance to be allocated to each permanent TLR post between the minimum and maximum limits set out for each TLR in the STPCD, and the different levels that may be paid within each TLR in the staffing structure in accordance with the STPCD
 - Identifies the level of salary to be allocated to any Leading Practitioner posts together with the salary ranges to be assigned to each post
 - Identifies posts to be paid on the leadership group pay range together with the salary ranges assigned to each post
 - Identifies any post to which a salary from the Special Educational Needs (SEN) range of salaries will be allocated together with the level of each allowance to be paid
 - Identifies the staffing structure for support staff posts together with the evaluated salary range assigned to each post

The staffing structure and pay ranges approved by the Pay Body shall be published with this pay policy.

- 3.10. If the recommendation contains changes in the staffing structure that will directly impact on employees employed by the Pay Body, employees and recognised trade unions will be informed and consulted before the final salary structure is published.

Special Educational Needs

- 3.11. The Pay Body will award an allowance to any teacher who satisfies the requirement of the STPCD, paragraph 21.
- 3.12. The post and allowance/s will be identified in the staffing structure and will be spot salaries selected from the SEN range. The value of allowances should be based on whether any mandatory qualifications are required, other qualifications and expertise relevant for the post and the relative demands of the post.

4. Pay Progression for Teachers Paid on the Main Pay Range, Upper Pay Range, Leading Practitioners Pay Range and Unqualified Teachers Pay Range (see Appendix E)

- 4.1. On or before 1 September of each year, or as soon as possible thereafter, the Headteacher will consider whether or not to increase the salary of teachers who have completed a year of employment since the previous annual pay determination.
- 4.2. Where performance related pay is being removed as per the STPCD: Pay progression must be awarded to teachers on the Unqualified, Main, Upper and Lead Practitioner Pay Ranges, except where the teacher is in capability proceedings, in which case the Headteacher may decide to withhold progression
- 4.3. Any points awarded on the UPR are permanent, while the teacher remains in the same post. A decision not to award pay progression may be taken whether or not the teacher is subject to capability proceedings.
- 4.4. The Review Committee will receive the pay recommendations from the Headteacher by 31 October of the current year/or other date as determined by the Pay Body at the latest and will then make any decisions relating to salary increase or otherwise. Any awards will be backdated to 1 September of the current year.
- 4.5. In the case of early career teachers (ECTs), the Headteacher must determine the teacher's performance and any pay recommendation by means of the statutory induction process set out in the Education (Induction Arrangements for School Teachers) (England) Regulations 2012. The Headteacher must also ensure that ECTs are not negatively affected by the extension of the induction period from one to two years. This change does not prevent a school from awarding pay progression to ECTs at the end of the first year.
- 4.6. In the case of Leading Practitioner posts, the Pay Body may decide to include such a post in the structure where it receives a recommendation from the Headteacher to consider this.

- 4.7. Where a leading practitioner is appointed the Pay Body shall select an individual post range on the pay range designated for leading practitioners, taking into account the criteria set out in Appendix F
- 4.8. Where a teacher has been absent through long-term illness or on maternity leave (or other long-term leave) the Headteacher will ensure that a review has been conducted. If a review cannot be conducted until the teacher returns to school, the Headteacher will conduct a review following the teacher's return. If the recommendation is to pay the teacher on a higher salary in the appropriate pay range the award may be backdated to the date on which the award would normally have been paid.

5. The Leadership Group (See Appendix G)

Deputy and Assistant Headteachers

- 5.1. The Pay Body, following consideration of the relevant criteria set out in the STPCD, will determine the pay range for a newly appointed Deputy Headteacher or Assistant Headteacher's salary. These should be determined with reference to the School's Headteacher Pay Range (see 5.7 – 5.13 below).
- 5.2. At the time of appointing a new Deputy Headteacher or Assistant Headteacher, the selection panel of the Pay Body shall determine the salary point on the pay range. The selection panel shall have regard to advice available from persons engaged by the Pay Body.

Pay Progression for Deputy and Assistant Heads

- 5.3. On or before 1 September of each year, or as soon as possible thereafter, the Headteacher will consider whether or not to increase the salary, by one point, of any Deputy or Assistant Headteachers who have completed a year of employment since the previous annual pay determination.
- 5.4. Pay progression must be awarded to teachers on the Leadership Pay Range, except where the teacher is in capability proceedings, in which case the Headteacher may decide to withhold progression
- 5.5. The Review Committee will receive the pay recommendations from the Headteacher by 31 October of the current year/or other date as determined by the Pay Body at the latest and will then make any decisions relating to salary increase or otherwise. Any awards will be backdated to 1 September of the current year.
- 5.6. Where there are substantial difficulties in retaining the services of a current Deputy Headteacher or Assistant Headteacher the Pay Body may decide to change the salary range in accordance with the STPCD. Only in exceptional circumstances may the Deputy Headteacher or Assistant Headteacher's range overlap the Headteacher's pay range.

Headteachers Determination of Leadership Group Salaries

Group of the School; Headteacher Pay Range (HTPR) and Pay Ranges for Other Members of the Leadership Group

- 5.7. On an annual basis, the Pay Body will recalculate the group size of the school to ensure that the unit total of the school is still correct.
- 5.8. The Pay Body will assign the school to the appropriate Headteacher Group (HTG) whenever a new Headteacher is to be appointed and on such occasions as the Pay Body sees fit. The Headteacher may make representations to the Review Committee to consider assigning the School to a new HTG.
- 5.9. If the Pay Body changes the group of the School having re-calculated the unit total, the Pay Body will identify any new HTPR which will ensure that the minimum of the HTPR is not below the minimum of the salary range for the HTG.
- 5.10. The HTPR of the School shall be a range of consecutive salary points selected by the Pay Body within the HTG range for the School.
- 5.11. The Recruitment Selection Committee, set up to appoint a new Headteacher, shall determine the salary point on the HTPR for the new Headteacher to be paid, ensuring that there is room for salary progression. The Recruitment Selection Committee shall have regard to advice available from persons engaged by the Pay Body.
- 5.12. If the Pay Body agrees to the Headteacher also being made the Headteacher of another School permanently, the Headteacher's salary will be determined in accordance with STPCD (paragraph 6.6).
- 5.13. Where such a decision is made then the Pay Body will also review the salary ranges of any other teachers affected by the arrangement by increased responsibilities. Where such arrangements are temporary the safeguarding provisions will not apply.

Annual Review of Headteacher's/CEOs Salary

- 5.14. At the beginning of each academic year, or at any such time deemed appropriate the Pay Body (in consultation with the Headteacher/CEO) may decide whether or not to increase the salary of the Headteacher, by one point on the pay spine. The Appraisal Review Committee referred to in 2.21 will agree with the Headteacher or (in the absence of an agreement) set objectives together with indicators/measures appropriate to each objective. The objectives will reflect the priorities identified in the school's development plan.
- 5.15. The salary progression decision must be informed by a written recommendation included in the Headteacher's annual appraisal report. The Pay body should consider this recommendation when deciding on any salary increase.

- 5.16. Pay progression must be awarded to teachers on the Leadership Pay Range, except where the postholder is in capability proceedings, in which case the Pay Committee may decide to withhold progression
- 5.17. If a previous document set a pay range where the maximum salary is higher than what is allowed under the current guidelines, the Headteacher will continue to receive the higher salary until the pay range is reviewed and updated according to the new guidelines.
- 5.18. An external adviser appointed by the school may support the Appraisal Review Committee in carrying out the annual review of the Headteacher. The review and review statement will be conducted in accordance with the Pay Body's Appraisal Policy.
- 5.19. Prior to submitting the recommendation to the Review Committee, the Appraisal Review Committee will advise the Headteacher of the proposed pay recommendation. If they are not satisfied with the recommendation, they may seek a review in accordance with 2.8 – 2.10 above.
- 5.20. In the Autumn Term of each year, (or where determined differently by the Pay Body, as referred to in 5.14 above, in the half term immediately prior to the anniversary of the setting of the criteria), the Review Committee will receive a written recommendation from the Appraisal Review Committee (having consulted the Chair of Pay Body, if they are not an appraisal review governor).
- 5.21. The recommendation will include a rationale for the proposed level of salary to be paid from 1 September, including the recommended salary level and any additional payments as identified in the STPCD, paragraph 10. Any proposed progression within the HTPR will identify the recommended number of points proposed.
- 5.22. The Review Committee will consider the recommendation, together with any representations from the Headteacher, and inform the Headteacher in writing by providing a salary statement, by 31 December, to be backdated to 1 September.
- 5.23. The Headteacher will have the right to appeal against the decision of the Review Committee in accordance with the procedure set out in paragraph 2.13 of this policy.

Determination of Discretionary Payments to Headteachers/CEO

- 5.24. The Pay Body may decide to pay additional payments to the Headteacher in accordance with paragraph 10 of the STPCD.
- 5.25. Where a decision is made to increase the Headteacher's salary beyond the maximum of the appropriate HTG determined in accordance with paragraphs 5.24 above, the total sum of all payments made to the Headteacher will not exceed 25 per cent of the maximum of the HTG, except in wholly exceptional circumstances, which will be approved by the Pay Body.
- 5.26. If it is considered necessary to exercise the provision set out in 5.24 above, the Pay Body will take external independent advice in accordance with paragraph 9.3 of the STPCD before agreeing to such a decision.

Acting Up Allowances

- 5.27. If during any absence of the Headteacher, Deputy or Assistant Headteacher or a TLR post holder, a teacher is assigned and carries out the duties of the post, then the Pay Body will consider within four weeks of the duties being assigned whether or not the teacher shall be paid an acting allowance calculated in accordance with 5.28 below. If no allowance is paid the Pay Body may reconsider the position at any time.
- 5.28. In the prolonged absence of the Headteacher, a Deputy Headteacher, an Assistant Headteacher or a TLR post holder, the Pay Body may appoint a teacher to act up during the absence of the post holder. From the date that the Pay Body considers it necessary to make an acting appointment, an allowance will be paid equal to the difference between the salary currently paid to the person appointed to act up and a point considered appropriate by the Pay Body. The relevant conditions of service detailed within the STPCD will apply to any person in receipt of such an acting allowance.

6. Unqualified Teachers

- 6.1. The Pay Body may employ unqualified teachers/instructors in the School. Such unqualified teachers will be paid in accordance with paragraph 17 of the STPCD.
- 6.2. The point on the Pay Body's unqualified teacher range, within the maximum and minimum of the range as set out in paragraph 17 of the STPCD, at which a new appointment will be paid, will be determined by the Headteacher, in consultation with the Chair of the Pay Body, and will take account of the qualifications and experience considered to be relevant to the post.
- 6.3. In addition to the appropriate point on the unqualified teachers' pay range the Headteacher, in consultation with the Chair of the Pay Body, may award an additional annual allowance in accordance with paragraph 22 of the STPCD to a person appointed as an unqualified teacher who either takes on a sustained additional responsibility, which is focussed on teaching and learning and requires the exercise of a teacher's professional skills and judgement or who the Headteacher and Chair of the Pay Body believes has additional qualifications and/or experience to warrant such an award.
- 6.4. The Headteacher will report any award of such an allowance to the Review Committee of the Pay Body.
- 6.5. The arrangements for salary progression and salary safeguarding for teachers also apply to unqualified teachers.

7. Salaries of Support Staff

- 7.1. On appointing a member of support staff, the job description determined for the post will be evaluated in accordance with the adopted NJC19 job evaluation scheme or via benchmarking internally and externally. Advice on appropriate evaluation processes will be sought from persons engaged by the Pay Body

7.2. The Headteacher, in consultation with the Chair of the Pay Body, will determine the appropriate point on the evaluated range having regard to:

- Relevant qualifications and/or competencies; and
- Recruitment/retention needs of the school in respect of the post.

The decision of the Headteacher will be reported to the Review Committee.

7.3. If at any time the Headteacher, after consultation with the CEO and the Staffing Approvals Panel, considers that a member of the support staff is being asked to undertake increased or decreased responsibilities permanently, the job description may be re-evaluated. If the evaluation provides for a higher salary, that salary will be paid to the post holder from a date determined by the Headteacher and, in the case of a temporary increase in responsibility, the date to which the new salary will be paid will also be stated. If the evaluation provides for a lower salary, the employee will be entitled to salary safeguarding for a period in accordance with the Pay Body's policy. The new salary level will be reported to the Review Committee at its next meeting.

7.4. If any member of support staff wishes to appeal against their salary level they may ask for a re-evaluation of their job description. If a member of the support staff decides to appeal against a decision of the Review Committee, then they shall enter a formal written statement of appeal. The appeal shall be heard by the Review Appeal Committee referred to in paragraph 2.5 above.

7.5. Support Staff pay scales are set out in Annex H

8. Apprentices

8.1. Apprentices will **not** be paid with in line with Annex E or H, rather the rates of pay will be determined with reference to the Government's statutory minimum rates for apprentices that take into account the apprentices age and the year of their apprenticeship.

9. Salary Sacrifice Scheme

9.1. The Pay Body will support and encourage any salary sacrifice scheme as identified in the STPCD and made available by the Pay Body from which teachers or support staff employed in the school benefit where there is no additional cost to the Pay Body's budget.

10. Review of the Policy

10.1. The Pay Body will review this policy annually, or on any occasion when it is requested to do so by the Headteacher.

10.2. The Pay Body will consult with employees and the recognised trade unions at the time of the annual or any other review of the policy, where changes are made that affect the application of the policy.

10.3. However, where amendments to the policy are made that do not affect the application of the policy, these changes will not be consulted on. The revised document will be circulated to staff.

Annex A: Procedure for a Review of a Salary Determination by the Review Committee of the Pay Body

This procedure complies with the guidance of the Secretary of State 'Implementing your School's Approach to Pay'.

1. Case for the Employee

The employee is entitled to be accompanied by a representative of their trade union or a workplace colleague.

The employee or representative:

- a) Presents the employee's written application for review.
- b) The members of the Review Committee may ask questions of the employee.

2. The Chair of the Review Committee:

- a) Explains the process and evidence used to come to the recommendation/decision under review with reference to the written statement of reasons for the recommendation/decision previously provided to the employee.
- b) If the Review Committee has asked the Headteacher (or a governor as referred to in note 3 below) to be present at the hearing the Headteacher (or governor) may be asked questions by members of the Review Committee, and the employee or representative.

3. Summing Up and Withdrawal

- a) The employee, or representative, has the opportunity, to sum up, their case if they so wish.
- b) All persons other than the members of the Review Committee and the adviser (See note 5 below) are then required to withdraw.

4. Review Committee Decision

- a) The Review Committee and the person who is advising, (other than the Headteacher or a governor) are to deliberate in private, only recalling other persons to clear points of uncertainty on evidence already given. Any recall will involve both parties.
- b) The Chair of the Review Committee will announce the decision of the review to the employee, which will be confirmed in writing within five working days.

Notes:

- 1. For the purposes of the review, the Review Committee and the employee will have the following documents:
 - The written statement of reasons for the recommendation/decision previously provided to the employee.

- The written statement of reasons for the application for the review from the employee. (The grounds for the appeal must comply with paragraph 2.8 of the pay policy).
 - Any additional documents to be used at the review hearing which must be provided to the other party at least 48 hours before the commencement of the hearing.
2. For the purposes of the review, the Review Committee may ask the Headteacher (or in accordance with note 3 below, a governor) to be present. In that event, the Headteacher (or governor) may also be asked questions by the members of the Review Committee and by the employee or their representative. The Headteacher (or governor) may **not** be involved in the decision of the Review Committee.
 3. Where the Headteacher has asked for the review, the Review Committee may ask the Chair of the Pay Body or a representative of the governors referred to in 2.20 above to be present.
 4. The Review Committee may have an adviser present.
 5. The review is not an appeal against the recommendation/decision.

Annex B: Procedure for an Appeal against a Salary Decision of the Review Committee to the Review Appeal Committee of the Pay Body

This procedure complies with the guidance of the Secretary of State 'Implementing your School's Approach to Pay'.

1. The Appeal of the Employee

The employee is entitled to be accompanied by a representative of their trade union or a workplace colleague.

The employee or representative:

- a) Introduces the employee's written reasons for the appeal and the representative of the Review Committee and then members of the Review Appeal Committee may ask questions of the employee.
- b) May call witnesses, each of whom will have provided a written statement of the information they wish to give, and each witness may be asked questions by the representative of the Review Committee and then by the Review Appeal Committee.

2. The Response of the Review Committee

The representative of the Review Committee:

- a) Explains the process and evidence used to come to the decision being appealed with reference to the written statement of reasons for the decision of the Review Committee previously provided to the employee, and the employee or representative and then members of the Review Appeal Committee may ask questions of the representative of the Review Committee.
- b) May call witnesses, who will have provided a written statement of the information they wish to give, and each witness may be asked questions by the employee or their representative and then by the Review Appeal Committee.

3. Summing Up and Withdrawal

- a) The representative of the Review Committee has the opportunity, to sum up, if they so wish.
- b) The employee, or representative, has the opportunity, to sum up, their case if they so wish.
- c) All persons other than the Review Appeal Committee and its adviser (see note 4 below) are then required to withdraw.

4. Review Appeal Committee Decision

- a) The Review Appeal Committee and adviser are to deliberate in private, only recalling the parties to clear points of uncertainty on evidence already given. Any recall must involve both parties.
- b) The Chair of the Review Appeal Committee will announce the decision to the employee, which will be confirmed in writing.

Notes:

1. For the purposes of the appeal, the Review Appeal Committee will have the following documents:
 - The written statement of reasons for the Review Committee decision was previously provided to the employee.
 - The written statement of reasons for the appeal from the employee. (The grounds for the appeal must comply with paragraph 2.8 of the pay policy).
 - Any additional documents to be used at the appeal hearing which must be provided to the other party at least 48 hours before the commencement of the hearing.
2. For the purposes of the appeal, the Review Committee representative may call the Headteacher (or in accordance with note 3 below, a governor) as a witness for the Review Committee. In that event, the Headteacher (or governor) may be questioned as a witness.
3. Where the Headteacher has asked for the review the representative of the Review Committee may call the Chair of Governors and/or one of the governors referred to in paragraph 2.20 of the policy above as a witness.
4. The Review Appeal Committee may appoint an adviser who may not be an employee of the Pay Body.

Annex C: Access to the Teachers Upper Pay Range

Access to the Teachers Upper Pay Range and progression within it

It is the responsibility of the teacher to decide whether or not they wish to apply to be paid on the upper pay range. An application, in writing, may only be made once in an Academic year and must be made by 30th September to the Headteacher. The application should demonstrate why they are eligible for progress to or through the Upper Pay Range but it is not necessary to provide sources of evidence.

Soke Education Trust Schools will not be bound by pay decisions made by schools outside of the Trust. A successful applicant will have demonstrated:

- That as a teacher s/he is highly competent in all elements of the relevant standards; and
- That his/her achievements and contributions to the School/Trust are substantial and sustained

Highly Competent

A teacher is considered "highly competent" when they consistently demonstrate exceptional proficiency in all aspects of their professional responsibilities and the teachers' standards. This includes:

- **Knowledge of Subject Matter:** The teacher exhibits deep understanding and expertise in their subject area, effectively conveying complex concepts to pupils in an engaging and accessible manner. They act as an authority on key subject areas for other colleagues
- **Effective Pedagogy:** The teacher employs a diverse range of teaching strategies tailored to meet the varied learning needs of pupils. They create inclusive learning environments that encourage participation, critical thinking, and collaboration. Learning is adapted to meet the needs of learners.
- **Assessment and Feedback:** The teacher utilises formative and summative assessments to monitor pupil progress, providing timely and constructive feedback that informs future learning. They adjust instruction based on assessment data to ensure all pupils achieve their potential. The assessments they make are accurate and align with summative data.
- **Professional Development:** The teacher actively seeks opportunities for professional growth, staying informed about the latest educational research, methodologies, and best practices. They apply this knowledge to improve their teaching and share insights with colleagues both informally and formally.
- **Positive Relationships:** The teacher fosters strong relationships with pupils, colleagues, and parents, promoting a positive and supportive school culture. They demonstrate empathy, respect, and commitment to the well-being of all members of the school community. A strong contribution is made to the wider school life.

Substantial and Sustained

"Substantial and Sustained" work refers to a teacher's ability to maintain high levels of performance over an extended period. This involves:

- **Consistent Outcomes:** The teacher's contributions lead to measurable improvements in pupil outcomes, such as academic achievements, engagement, and overall well-being. These improvements are evident over multiple assessment cycles and academic years.
- **Long-term Initiatives:** The teacher contributes to strategic policy decision and is involved in long-term projects or initiatives that positively impact the school community, demonstrating commitment to continuous improvement. This may include curriculum development, co-ordination of key subjects, mentoring programmes, or extracurricular activities.
- **Adaptability and Resilience:** The teacher effectively navigates challenges and changes within the educational landscape, demonstrating resilience and adaptability in their teaching practice. They proactively seek solutions to obstacles that arise and maintain a focus on pupil success.
- **Influence on Colleagues:** The teacher plays a key role in fostering a culture of excellence within the school. They may lead professional development sessions, collaborate with colleagues on best practices, and contribute to school-wide initiatives that promote high standards of teaching and learning. The teacher may mentor colleagues, ECTs or ITT students.
- **Commitment to Values:** The teacher consistently embodies the values and ethos of the Trust and the school. Their actions reflect a long-term commitment to the educational mission and vision of the organisation

In summary, a teacher who is "highly competent" consistently excels in their professional practice, while "sustained" work reflects their ongoing contributions and impact over time. Both qualities are essential for accessing the upper pay scale and recognising exceptional educators within the school system.

Progression within the Teachers Upper Pay Range

Further progression on the Upper Pay Range will be dependent upon the individual meeting the expectations identified as Highly Competent, Substantial and Sustained, over a 2 year period served within the Trust, along with the provision of additional evidence so that they can demonstrate they have developed further.

Annex D: Teachers: Recruitment and Retention Allowances or Benefits

Teachers: Recruitment and Retention Allowances or Benefits

This annex identifies the circumstances under which the school will pay allowances and/or benefits for the purposes of recruiting and retaining teachers. Recruitment or Retention allowances will be considered as a method of attracting or retaining outstanding teachers and support staff where the school would be adversely affected by not recruiting or retaining them. Recruitment and retention allowances will be pensionable payments. On expiry of a recruitment allowance, it may be replaced by a retention allowance. Decisions on recruitment allowances or retention allowances will be made by the Headteacher following consultation with the Staffing Approvals Panel.

Prior to consultation the Headteacher will set out:

1. The reasons why the post should attract a recruitment or retention allowance with reference to other allowances awarded and any available recruitment or retention information.
2. The start and end dates of the allowance
3. The amount of the allowance and its percentage of substantive salary which will not exceed 10%.

The decision to award a recruitment or retention allowance will be communicated to the employee in writing stating the start date and end date, the amount and whether it is a recruitment or a retention allowance. The decision to award a recruitment or retention allowance will be reported to Pay Review Committee at the next meeting. Recruitment and Retention allowances will be reviewed annually.

Annexe E: The Salary Points and Progression on the Main, Upper and Unqualified Teacher Pay Ranges

The Main Pay Range for 2025

The starting salary points for the main pay range 2025 are set out below.

5. £32,916 in the Rest of England
6. £34,398 in the Fringe
7. £37,870 in Outer London
8. £40,317 in Inner London

Any part-time teachers whose full-time equivalent basic earnings meet the eligibility criteria receive the award on a pro-rata basis according to their working hours.

The award should be paid to all eligible teachers, whether located on a published pay point or not and should be independent of any progression considerations.

The treatment of teachers between existing published pay points, including the management of possible leapfrogging, will be at the discretion of the relevant body, which should ensure that no teachers located just above the pay thresholds for eligibility are significantly disadvantaged, relative to other teachers.

Relevant bodies should ensure that implementation of the pay award complies with the National Living Wage policy.

Salary Points on Main Pay Range

		England & Wales	Fringe	Outer London	Inner London
Main Pay Range	M1 (MPR minimum)	32,916	34,398	37,870	40,317
	M2	34,823	36,373	39,851	42,234
	M3	37,101	38,627	41,935	44,238
	M4	39,556	41,075	44,128	46,339
	M5	42,057	43,545	46,800	48,952
	M6 (MPR maximum)	45,352	46,839	50,472	52,300

Salary Points on Upper Pay Range

		England & Wales	Fringe	Outer London	Inner London
Upper Pay Range	U1 (UPR Minimum)	47,472	48,913	52,219	57,632
	U2	49,232	50,668	54,151	60,464
	U3 (UPR Maximum)	51,048	52,490	56,154	62,496

Salary Points on Unqualified Pay Range

		England & Wales	Fringe	Outer London	Inner London
Unqualified Teacher Pay Range (UTPR)	U1 (UTPR Minimum)	22,601	24,066	26,789	28,343
	U2	25,193	26,656	29,383	30,935
	U3	27,785	29,248	31,974	33,528
	U4	30,071	31,532	34,265	35,814
	U5	32,667	34,126	36,856	38,402
	U6 (UTPR Maximum)	35,259	36,718	39,450	40,994

To ensure clarity and parity across the Trust, TLRs are used in the following ways:

TLR3. Given for a fixed period, usually 1 year for time limited specific projects

TLR2a – for sustained, additional responsibilities, greater than the usual expectations of a classteacher. The postholder may be responsible for a key subject area, specific teaching and learning responsibilities or SEN provision in an average sized school (typically Group 3 or two form entry). Will likely be required to attend Leadership meetings by invitation or in an average sized primary school, may be a member of the leadership team.

TLR2b – for sustained, additional responsibilities greater than the usual expectations of a classteacher. Will likely be a member of the Leadership team and be responsible and accountable for a key subject area, specific teaching and learning responsibilities or SEN provision in a larger than average sized primary school (Typically Group 4 or 3 form entry).

TLR1 will have a sustained additional responsibilities and line management responsibility for teachers in a specific team. More usually within the Trust the staff member will be paid within the Leadership scale.

SENCo – A TLR post may be awarded for the sustained additional responsibilities relating to the SENCO position.

A SEN Allowance will take into account the structure of the academy's SEN provision, the level of responsibility and release time, the cohort of the school and the percentage of SEN and EHCP. The Trust will make use of the ISBL benchmarking tool to determine the award made including:

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

Annexe F: Teachers: The Appointment of Leading Practitioners

This annexe is only necessary if the Pay Body has decided to appoint teachers to leading practitioners posts in the staffing structure as indicated in paragraph 4 of the pay policy and in accordance with the provisions of paragraph 16 of the STPCD 2023.

Soke Education Trust do not currently appoint Leading Practitioners

Annexe G: Salary Ranges and Arrangements for Teachers Paid on the Leadership Group Range

Salary Ranges and Arrangements for Teachers Paid on the Leadership Group Range sets out the salary ranges and arrangements for teachers paid on the leadership group pay ranges.

The Pay Body confirm paragraph 9.3 of the STPCD2021 applies to the circumstances of the Headteacher.

The maximum of the deputy and assistant Headteacher must not exceed the maximum of the HTG.

Changes to the determination of leadership group pay under the STPCD 2021 (paragraphs 4 to 11) should only be applied to individuals appointed to a leadership post **on or after 1 September 2014**, or whose responsibilities have significantly changed after that date.

The Pay Body may choose to review the pay of all of its leadership posts under these arrangements, if they determine that this is required to maintain consistency, either with pay arrangements for new appointments to the leadership group made on or after 1st September 2014, or with pay arrangements for a member or members of the leadership group whose responsibilities significantly changed on or after that date.

Under the STPCD 2021, the Pay Body, in deciding the implementation of the arrangements above, may determine the extent and the size of the salary ranges for the Headteacher's pay range (HTPR), the Deputy Head and Assistant Head.

The Pay Body may decide to review the salary arrangements for the Leadership Group at any time.

The Soke Education Trust staffing structure identifies the leadership range specific to the Group size of each school.

Headteacher Ranges:

Alderman Jacobs	Group 4: L21-27
John Clare	Group 1: L11-17
Gunthorpe	Group 3: L18-24
Northborough	Group 2: L13-19
Werrington	Group 3: L18-24
Wittering	Group 3: L18-24

Deputy Headteacher and Assistant Headteacher ranges:

Alderman Jacobs	
Assistant Headteachers	L7-13

John Clare:	
Deputy Headteacher	L2-6

Gunthorpe	
Assistant Headteacher	L2-6
Deputy Headteacher:	L8-12

Northborough	
Deputy Headteacher	L3-7

Werrington:

Assistant Headteacher	L2-6
Deputy Headteacher	L8-12

Wittering:
Deputy Headteacher: L8-12

Leadership Range Pay Details

Spine Point	
L1	£44,305
L2	£45,414
L3	£46,547
L4	£47,706
L5	£48,895
L6	£50,122
L7	£51,470
L8	£52,659
L9	£53,973
L10	£55,360
L11	£56,796
L12	£58,105
L13	£59,558
L14	£61,042
L15	£62,561
L16	£64,225
L17	£65,699
L18	£ 67,351
L19	£ 69,022
L20	£ 70,733
L21	£ 72,483
L22	£ 74,283
L23	£ 76,122
L24	£ 78,010
L25	£ 79,949
L26	£ 81,927
L27	£ 83,956
L28	£ 86,040

L29	£ 88,170
L30	£ 90,365
L31	£ 92,597
L32	£ 94,898
L33	£ 97,256
L34	£ 99,660
L35	£102,137
L36	£104,666
L37	£107,267
L38	£109,922
L39	£112,601
L40	£115,410
L41	£118,293
L42	£121,257
L43	£123,057

Annex H: Support Staff pay scales

Awaiting update pay scales