



# **TEACHING STAFF PAY POLICY**

Approved By: HR Committee  
Approval Date: Policy Approval - November 2023  
2024-25 PayScale Approval – June 2024

## **CONTENTS**

1. Introduction .....	3
2. Purpose .....	3
3. Teachers' Pay .....	3
4. Leadership & Executive Team Pay .....	4
5. Allowances .....	4
6. Pension Scheme .....	5
7. Appeals.....	5
Appendix A: GLT Teaching Staff Pay Spines (incl. Leadership effective from September 2024) .....	6

## **1. INTRODUCTION**

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

## **2. PURPOSE**

2.1 The purpose of this policy is to:

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

## **3. TEACHERS' PAY**

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

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

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

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

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

#### **5. ALLOWANCES**

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

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

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

## **6. PENSION SCHEME**

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

## **7. APPEALS**

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

**APPENDIX A: GLT TEACHING STAFF PAY SPINES (INCL. LEADERSHIP EFFECTIVE FROM SEPTEMBER 2024)**

**Unqualified Teachers Pay Range**

UNQ1	25,758
UNQ2	28,252
UNQ3	30,744
UNQ4	32,947
UNQ5	35,438
UNQ6	37,932

**Teaching Staff Pay Range**

M1	36,413
M2	38,318
M3	40,322
M4	42,430
M5	45,000
M6	48,532

**Upper Pay Range**

U1	50,210
U2	52,068
U3	53,994

**TLR Ranges**

TLR1a	9,782
TLR1b	12,035
TLR1c	14,292
TLR1d	16,553
TLR2a	3,391
TLR2b	5,831
TLR2c	8,279
TLR3a(i)	675
TLR3a(ii)	995
TLR3b	1,310
TLR3c	1,982
TLR3d	3,344

## Leadership Team Pay Ranges

L1	53,731	
L2	54,980	
L3	56,247	
L4	57,556	
L5	58,893	
L6	60,266	
L7	61,787	
L8	63,117	
L9	64,593	
L10	66,152	
L11	67,762	
L12	69,239	
L13	70,873	Assistant Headteacher
L14	72,531	
L15	74,239	
L16	76,112	
L17	77,773	
L18	79,630	Deputy Headteacher
L19	81,508	
L20	83,426	
L21	85,396	
L22	87,409	
L23	89,477	
L24	91,602	
L25	93,779	
L26	96,000	
L27	98,281	
L28	100,623	
L29	103,013	
L30	105,479	
L31	107,995	Headteacher
L32	110,573	
L33	113,228	
L34	115,928	
L35	118,708	
L36	121,547	
L37	124,477	
L38	127,458	
L39	130,464	
L40	133,628	
L41	136,865	
L42	140,190	

L43	142,178	
-----	---------	--