

Pay Policy 2023

Version 2

1 December 2023



St. Stephen's CE Primary School

Policy Details

St. Stephen's CE Primary School has adopted the PACT HR recommended model procedure as agreed by the following Trade Unions:

- Unison
- GMB
- NASUWT
- NEU
- NAHT

**ASCL recognises that meaningful consultation took place prior to the adoption and implementation of this policy.*

Approved by: Finance and Staffing Committee

Approved on: 18/01/2024

Reviewer: Paul Urry, Headteacher

To be reviewed on: 31/10/2025

This policy/guidance will be retained for a period of 7 years from replacement.

Summary of Key Changes to Pay Policy

Updated 6 November 2023

1. The local government pay scales have been updated in line with the notified November 2023 pay award and implemented from 1 April 2023.
2. The pay scales for Teachers have been updated in line with the 2023 version of the STPCD with implementation from 1 September 2023.
3. Group Sizes for Headteachers have been updated in accordance with the September 2023 STPCD.
4. TLR Payments and SEN allowances have been updated to reflect the September 2023 STPCD.
5. Annual statement updated.
6. Equality and performance related pay paragraph added (paragraph 1.5).
7. Reference to the three-step stages for how leadership pay is calculated has been removed for clarity.
8. Reference to Committee/School Governing Bodies has been extended to incorporate Trusts and Academies.
9. Clarity regarding requests for pay reviews and the Appeals Process has been added.
10. Paragraph numbers have been inserted on key paragraphs of the policy for transparency purposes.
11. Table of contents updated.

Updated 1 December 2023

1. Rounding up to the nearest £1 to TLRs (TLR 2 min and TLR 3 max) and Leading Practitioners Points (4, 7, 10, 12 to 17 inclusive) following Bradford Council's Payroll run.
2. Reformatting of prompt at paragraph 2.6.2 to allow deletion option.

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1. Policy Statement

1.1 Introduction

The statutory pay arrangements for teachers give significant discretion to Governing Bodies / Board of Trustees to set Teachers Pay. The School Teachers' Pay and Conditions Document (STPCD) since September 2004, has placed a statutory duty on schools to have a Pay Policy in place which sets out the basis on which they determine Teachers' pay, and to establish procedures for determining appeals. Governing Bodies / Board of Trustees are also recommended within their Pay Policy to stipulate their procedures for determining the pay of support (non-teaching) staff. This should ensure fair and equitable treatment for all staff and minimise the prospect of disputes and legal challenge of pay decisions.

The School, Academy or Trust when taking pay decisions, must have regard both to their Pay Policy and to the staff member's particular post within the staffing structure. A copy of the staffing structure should be attached to the Pay Policy together with any plan for implementing change.

In accordance with the most current School Teachers' Pay and Conditions Document, The Governing Body / Board of Trustees will ensure that a teacher's pay is assessed in accordance with the principles set out in this document.

The pay for support staff is arranged according to Local Government Pay Scales (determined locally) and the applicable Conditions of Service. The Pay/Personnel Committee of The Governing Body / Board of Trustees has delegated powers to determine the pay of all support staff (School Standards and Framework Act 1998).

It is recognised that Academies and Trusts are not obliged to follow nationally agreed terms and conditions for teachers and support staff, however, this document assumes that a decision has been taken to do so.

1.2 Statement by The Governing Body / Board of Trustees

The Governing Body / Board of Trustees of the school will seek to ensure that all teaching and support staff are valued and receive proper recognition for their work and contribution to school life.

1.3 Statement of Intent

This policy will be applied to the pay of all staff employed to work in the school, excluding any staff whose pay is not determined by The Governing Body / Board of Trustees. The prime statutory duty of Governing Bodies, as set out in paragraph 21(2) of the Education Act 2002, is to "conduct the school with a view to promoting high standards of educational achievement at the school". The School Pay Policy is intended to support that statutory duty.

1.4 General Provisions

The Pay Policy will comply with the provisions of The Equality Act 2010/12, The Employment Rights Act 1996, The Employment Relations Act 1999 and The Employment Act 2002, as well as The Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000, The Employment Act 2008 and the relevant ACAS code of practice (regarding dispute resolution), The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002, The Agency Workers Regulations 2010. The Governing Body / Board of Trustees will promote equality in a manner consistent with its duty under Section 149 Equality Act 2010, particularly, regarding all decisions on the advertising of posts, appointing, promoting and paying staff, training and staff development.

1.5 Equalities and Performance Related Pay

The Governing Body / Board of Trustees will ensure that its processes are open, transparent, and fair. All decisions will be objectively justified. Adjustments will be made to take account of special circumstances, e.g. maternity or long-term absence. The exact adjustments will be made on a case-by-case basis, depending on the employee and the school's circumstances.

We recommend The Governing Body / Board of Trustees carry out an equality impact assessment to determine whether the structures agreed will affect some groups differently to others. The intended outcome of the assessment is that it will reduce likelihood that it discriminates and that, where possible, it promotes equality and fairness.

1.6 GDPR Statement

St. Stephen's CE Primary School is committed to ensuring protection of all personal information held. St. Stephen's CE Primary School is transparent about how it collects and uses the personal data of its workforce, and to meet its data protection obligations.

All personal information is strictly confidential and all aspects including all documentation and records shall be treated as such and comply with the Data Protection Act 2018.

The Data Protection Act 2018 and UK GDPR do not however prevent the sharing of information for the purposes of keeping children safe.

1.7 Consultation

The Governing Body / Board of Trustees' will consult staff and trade unions on their Pay Policy and review it each year or when other changes occur to the document to ensure that it reflects the latest legal position. For teachers in local authority-maintained schools, the Pay Policy should comply with the most current STPCD and the accompanying statutory guidance. The Pay Policy should be used in conjunction with both but in the event of any inadvertent contradictions the most current STPCD and statutory guidance will take precedence. Each member of staff and each governor will be given a copy of the final Pay Policy and the School's Staffing Structure.

1.8 Budget

All statements relating to the exercising of discretions are statements of principle and their implementation is reliant on the availability of funding – both currently and in future years. However, The Governing Body / Board of Trustees will ensure that appropriate funding is allocated for pay progression for all eligible employees. Schools should incorporate an element of funding into their budget planning to reflect annual pay awards and increments.

1.9 Equality Impact Assessment

All Schools, Academies and Trusts need to ensure that all their strategies, policies, service and functions, both current and proposed have considered equality, diversity and inclusion and undertake Equality Impact Assessment.

Please refer to PACT HR's Equality Impact Assessment Proforma for use with PACT HR Policies, which can be found on the PACT HR website.

2. Pay Policy

2.1 Introduction

The Governing Body / Board of Trustees will pay Teachers in accordance with this policy and will apply the guidance stated in the annual DfE School Teachers' Pay and Conditions Document (STPCD) and any local agreements. Support staff will be paid using the locally determined recommended pay scales for local authority staff and in accordance with their conditions of service (discretionary for Academies etc).

2.2 Safeguarding Arrangements

The Governing Body / Board of Trustees will operate salary safeguarding arrangements in line with the provisions of the most current STPCD (where adopted).

2.3 Salary Reviews (Teachers)

All Teacher salaries (including the Leadership Group) will be reviewed annually to take effect from 1 September.

Salaries will be reviewed in accordance with the criteria detailed in the annual DfE STPCD. Any pay decisions relating to the pay assessment for 1 September each year should be made by 31 October at the latest, except in the case of Headteachers; for whom the deadline is 31 December.

Pay Assessments may be carried out at other times where appropriate according to the terms of the most current STPCD (e.g., whenever a Teacher takes up a new post on a date other than 1 September).

All teachers will be provided with a written statement of their salary determination at the earliest opportunity and no later than one month after the determination. They will receive this written statement regardless of whether or not an increment in pay is awarded. A model pay statement for Classroom Teachers is given as an appendix to this policy (Appendix 1).

2.4 Salary Reviews (Support Staff)

Pay determinations for members of support staff will be based on the recommended pay scales for the relevant Local Authority (NJC) and in accordance with their conditions of service at the time. These pay scales can be found in Appendix 3 of this document.

2.5 Determining Pay on Appointment

The Governing Body / Board of Trustees will determine the pay range for any vacancy, including additional pay elements (e.g., recruitment or retention payments, out of school hours learning, permanent support for other schools, initial teacher training) previously paid separately to basic pay, whether teacher, support staff or member of the leadership group, prior to such a vacancy being advertised and state this in the advert for the post. Only temporary additional payments will be paid separate to basic pay. On appointment it will determine the starting salary within that range to be offered to the successful candidate. The Governing Body / Board of Trustees, when making this determination, shall ensure that no teacher shall be awarded a salary that is less than the minimum or more than the maximum of the relevant pay range or individual school range.

The Governing Body / Board of Trustees will normally match the salary point of any teacher joining the school. Any exception to this must be clearly explained at the advertising stage and the pay policy should determine that pay is not automatically portable.

In making such pay determinations, The Governing Body / Board of Trustees may consider a range of factors, including:

- The nature and responsibilities of the post
- The level of qualifications, skills and experience required
- The wider school context

These options are for guidance only and are not intended to provide an exhaustive list and may not apply to all appointments.

2.6 Classroom Teacher Posts

2.6.1 Teachers on the Main Pay Range

The pay committee will use a scale with a range of points. The points on the main pay range can be found in Appendix 2.

To move up the main pay range, Teachers will have to be judged as having a successful performance appraisal. This includes competency in the Teachers' Standards and good progress towards set objectives. Where there has been exceptional performance during the appraisal period, The Governing Body / Board of Trustees will consider using its discretion and may award enhanced pay progression. However, where there have been performance related concerns raised with the Teacher (in writing at the time), and these have not been sufficiently addressed, the appraisal will be judged as unsuccessful, and no pay progression will be awarded. See guidance document for information regarding extenuating circumstances. Where an individual has been unable to achieve a successful appraisal cycle and the reasons for this are beyond the control of the member of staff, or there have been extenuating circumstances, The Governing Body / Board of Trustees has the discretion to award an increment if they so wish.

When making a determination regarding a Teacher's progression through the upper pay range, account will be taken of paragraph 14 of the STPCD and the criteria set out in paragraphs 15.2, 19.1 and 19.2 as well as reference to the teachers' appraisal report and the pay recommendation it contains.

2.6.2 Applications for the Upper Pay Range

The pay committee will use a scale with a range of points. The points on the Upper Pay Range can be found in Appendix 2.

Any Teacher may apply to be paid on the Upper Pay Range and any such application will be assessed in line with this policy. It is the responsibility of the Teacher to decide whether or not they wish to apply to be paid on the Upper Pay Range. Any Teacher who is employed in more than one school may make an application to be paid on the Upper Pay Range to each of the schools in which they are employed. This School will not be bound by any pay decision made by

another School

It is recommended, although not an essential requirement, that Teachers will normally be considered for progression to the Upper Pay Range having reached the maximum point on the Main Pay Range. The Headteacher will notify all Teachers on Scale Points 5 and 6 of the Main Pay Range at the start of each school year that they may wish to apply for assessment.

All applications should include the results of reviews or appraisals under the 2012 or 2013 regulations, including any recommendation on pay. In the event that this information is not available, a statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria can be provided by the applicant instead.

Applications to be paid on the Upper Pay Range may be made once a year and must be made in writing, to the Headteacher, no later than the 31st of October in any year:

On the standard form provided in school

2.6.3 Unqualified Teachers Pay Range

The pay range determined for unqualified teachers can be found in Appendix 2.

In order to progress through the Unqualified Teachers Pay Range, the member of staff will have to show that they have made good progress towards their objectives. Judgements will be properly rooted in evidence. As unqualified teachers move up the scale, this evidence should show:

- an improvement in teaching skills
- an increasing impact on pupil progress
- an increasing impact on wider outcomes for children
- improvements in specific elements of practice identified to the teacher
- an increasing contribution to the work of the school

2.7 Leadership Group Pay (CEO, Executive Headteacher, Headteacher, Head of School) Deputy & Assistant Headteachers)

The Governing Body / Board of Trustees will set the pay for new appointments to Headship or wider leadership team posts. (See Part 2 of the STPCD).

The pay ranges for the Leadership roles will be determined in accordance with the criteria specified in the most current STCPD and ensuring fair pay relativities, where The Governing Body / Board of Trustees believes these to be appropriate (See Appendix 2). Should you require further advice please contact your named HR Business Partner to discuss your requirements. Prior to determining appropriate pay ranges for members of the leadership group, The Governing Body / Board of Trustees may consider researching pay ranges in other schools of a similar size and nature.

2.8 Leading Practitioners Pay Range

See Appendix 2 for the pay range for Leading Practitioner posts paid on the Leading Practitioner pay range.

The pay committee will have regard to paragraph 16 of the STPCD when deciding pay progression for a Leading Practitioner. As well as having made good progress with their objectives, a Leading Practitioner must also be able to demonstrate:

- that they are an exemplar of teaching skills, which should impact significantly on pupil progress, within school and the wider community, if relevant
- that they have made substantial impact on the effectiveness of staff and colleagues, including any specific elements of teaching practice that has been highlighted as in need of improvement
- that they are highly competent in all aspects of Teachers' Standards
- that they have shown strong leadership in developing, implementing and evaluating policies and practice in their workplace that have contributed to school improvement.

The pay committee may consider enhanced pay progression for exceptional performance.

2.9 Pay Progression Based on Performance

Any pay decisions will need to be linked to assessments of performance. These assessments should be carried out in accordance with the agreed performance management and appraisal process). All Teachers can expect to receive regular, constructive, feedback on their performance and are subject to an annual appraisal that recognises their strengths, informs plans for their future development and helps enhance their professional practice. The arrangements for Teacher appraisal are set out in the Schools' agreed Appraisal Policy.

The evidence used to determine pay should be consistent with that used to inform the performance management/appraisal decisions. This can be obtained from a variety of sources including observations of practice, pupil progress data etc. Decisions regarding pay progression for Teachers will be made with reference to the Teachers' appraisal reports and the pay recommendations they contain. Decisions made in relation to the pay of ECTs will be made via the statutory induction process. Decisions made in relation to ECTs need to reflect the reasonable expectations placed on them with regards to performance as an ECT.

The possible outcomes regarding pay are:

- **The appraisal cycle has been judged to be unsuccessful – no increment is awarded*** (Teacher has not demonstrated that they are competent in all the Teacher standards and have not been judged as having a successful performance appraisal)

***A “no progression” determination must not be made unless concerns about standards of performance have been raised in writing with the Teacher during the annual appraisal cycle, and the Teacher has not sufficiently addressed those concerns through appropriate support provided by the school.**

- **The appraisal cycle has been judged to be successful – an increment is payable** (Teacher has demonstrated that they are competent in all the Teacher standards and have been judged as having a successful performance appraisal)
- **The appraisal cycle has been judged to be successful, with exceptional performance** - an increment is payable, and consideration may be given to awarding an additional increment (Teacher has demonstrated that they are competent in all the Teacher standards, have been judged as having a successful performance management, and performance has been exceptional).

The assessments of performance will follow appraisal cycle as outlined in the agreed appraisal policy.

2.10 Review & Appeals

Any member of staff seeking a reconsideration of a pay decision should first seek to resolve the matter informally through discussion with the decision-maker within 10 working days of notification of the decision. Where this is not possible, or the matter is still unresolved, staff may follow the formal grievance process by setting out their concerns in writing to the decision maker within 10 working days of the notification of the decision or the outcome of the informal discussion. The committee or person who made the decision should arrange a hearing within 10 working days to consider the employee's concerns.

The employee should be informed in writing of the decision and the right to appeal. The final appeal will be heard by the Appeals committee. The Appeal Hearing Process will follow the same format as other HR Policy Appeals Processes.

2.11 Discretionary Payments

2.11.1 Discretionary Payments (on appointment)

There is no requirement for The Governing Body / Board of Trustees to consider awarding discretionary points to a newly appointed Classroom Teacher (whether ECT, main pay scale, upper pay scale) but they will be used to recognise prior experience and secure the best candidates.

2.11.2 Discretionary Payments (current employees)

Existing, previously agreed, discretionary pay arrangements under the previous pay policy will continue until such time as there may be significant changes in responsibility.

The Governing Body / Board of Trustees will review the level of payments annually.

2.11.3 Leading Practitioner

The Governing Body / Board of Trustees will take account of paragraph 16 of the STPCD when determining the pay range of a Leading Practitioner in this school. All Leading Practitioners will be assigned additional duties commensurate with the pay awarded.

Such posts may be established for Teachers whose primary purpose is the modelling and leading improvement of teaching skills, where those duties fall outside of the criteria for the TLR payment structure.

Except for those employed on the pay range for Leading Practitioners, who may be required to carry out this duty, Teachers undertaking school-based ITT activities do so on an entirely voluntary basis. Such activities might include supervising and observing teaching practice; giving feedback to students on their performance and acting as professional mentors; running seminars or tutorials on aspects of the course; and formally assessing students' competence.

2.11.4 Unqualified Teachers

The Governing Body / Board of Trustees will pay an unqualified teacher in accordance with paragraph 17 of the STPCD. A determination will be made as to where on the unqualified teacher range a newly appointed unqualified teacher will be placed on commencement with the school. The Governing Body / Board of Trustees will also consider whether or not to award an additional allowance as set out in paragraph 22 of the STPCD.

2.11.5 Existing Headteachers and other Leadership Team Members

Existing pay arrangements will continue until such time as there may be significant changes in responsibility for the Headteacher or other members of the leadership team. The Governing Body / Board of Trustees will review the level of payments annually.

2.12 Teaching and Learning Responsibility Payments (TLRs)

The Governing Body / Board of Trustees will award TLRs as indicated in the staffing structure and in accordance with paragraph 20 of the STPCD. The Governing Body / Board of Trustees will consult staff and the relevant Trade Unions on any proposed changes to the TLR structure. Where The Governing Body / Board of Trustees wish to award a TLR for a specific project where it is not attached to a post in the structure and where it is for a fixed term period only, a TLR 3 will be awarded. The value of any such TLR 3 will be between £639 and £3,168 as per paragraph 20 of the STPCD. The Governing Body / Board of Trustees will determine what rate each level of TLR will be payable at within the range (See Appendix 2), in accordance with the most current STPCD.

2.13 Special Educational Needs Allowance

The Governing Body / Board of Trustees will award an SEN allowance in accordance with the range specified in the STPCD (See Appendix 2) and where the criteria in paragraph 21.2 of the STPCD is met. This will be no less than £2,539 and no more than £5,009 per annum. Where an SEN allowance is to be paid, The Governing Body / Board of Trustees will determine the spot value of the allowance in accordance with paragraph 21.3 of the STPCD.

2.14 Acting Allowances

Where a Teacher is required to act as Headteacher or another Senior Leadership Team Role, for a period of more than four working weeks, they will be paid at no less than the minimum point of the relevant range/ISR. In the case of those members of staff acting up

into a post with a TLR for a period exceeding four working weeks they will receive the full amount of the TLR. Payments will be due from the day on which the Teacher assumed those duties.

2.15 Sickness & Maternity Leave

The Governing Body / Board of Trustees can consider the extension of pay during periods of sickness or Maternity Leave. Application will be to the relevant committee.

2.16 Other Discretionary Payments

The Governing Body / Board of Trustees has the discretion to make payments to teachers for out of school hours learning activities, voluntary school based initial teacher training activities (which are not seen as part of the ordinary running of the school) and voluntary CPD outside of the school day. Where such payments are of a permanent nature, they will be incorporated into basic pay for new appointments. Existing arrangements will continue until such time as significant changes are made to the roles. Only Leading Practitioners and members of the Leadership Team can be required to deliver initial teacher training activities.

2.17 Honoraria

The Governing Body / Board of Trustees will not pay any honoraria to any member of the teaching staff. There is no provision within the most current STPCD for the payment of honoraria in any circumstances.

2.18 Recruitment and Retention Incentives and Benefits

Subject to paragraph 27 of the most current STPCD, the School / Academy / Trust may make such payments to a Teacher as it considers necessary as an incentive for the recruitment of new Teachers and the retention of existing Teachers.

Where the School / Academy / Trust is making one or more such payments they must be clear about how long this will last for and review this on a regular basis.

Headteachers, Deputy Headteachers and Assistant Headteachers or other Senior Leadership roles such as Executive Headteacher / Head of School may not be awarded payments other than as reimbursement of reasonably incurred housing or relocation costs.

All other recruitment and retention considerations in relation to a Headteacher, Deputy Headteacher or Assistant Headteacher (or other Senior Leadership roles such as Executive Headteacher and Head of School) must be considered when determining the pay range.

Where the relevant body does pay a recruitment or retention incentive or benefit awarded to a Headteachers, Deputy Headteachers and Assistant Headteachers or other senior leadership roles such as Executive Headteacher / Head of School, subject to review, it may continue to make that payment at its existing value until such time as the respective pay range is determined under this Document. Further information regarding limits on other payments for Headteachers can be found in paragraphs 13 to 15 of the current version of the STPCD.

Appendix 1: Annual Statement of a Teacher's Salary including Headteacher 1 September 2023

This Appendix is available on the PACT HR website as a separate document for completion.

Name: _____

School: _____

Effective Date: _____

Number of points on pay scale awarded from 1 September 2023

New point on pay scale from 1 September 2023: _____

Value of point/s awarded: £ _____

*Allowances

SEN allowance: (range £2,539 to £5,009)

Value £ _____

Reason for Award (if discretionary):

Teaching and Learning Responsibility Payment

TLR 1 ☐ 2 ☐ 3 ☐ (tick applicable)

Value £ _____

Nature of the significant responsibility for which it was awarded (complete or attach a copy of the job description which includes this information).

If a TLR is awarded while the Teacher occupies a different post in the temporary absence of a post-holder, the date or circumstances in which the TLR will come to an end.

Please indicate the value of any payment(s) or benefit(s) which have been awarded, including the reasoning behind any award.

Payment <i>*Delete as applicable</i>	Reason for award	Value of payment or benefit
* Residential duties (paragraph 25 of STPCD)		
* Additional payment (paragraph 26 of STPCD)		
*Recruitment and retention incentives and benefits (paragraph 27 of STPCD) indicating: <ul style="list-style-type: none"> • whether a payment or other benefit has been awarded; • whether the payment or other benefit is for recruitment and/or retention purposes; • if a non-monetary benefit has been awarded, its notional value; and • when the award starts and ends. 		

*Safeguarding

Safeguarded sum(s) *(include as applicable)*

Other safeguarding - *(type, nature and value of safeguarding)*

For former leadership group members who are moved to the classroom teachers' scale following internal reorganisation:

Reason for the determination

Date on which the determination implemented

Date on which the safeguarding period will end

Safeguarded sum

£

Guidance on safeguarding can be found in part 5 of the most current STPCD.

The school's staffing structure and Pay Policy may be inspected at:

Total Salary:

£

Signed on behalf of The Governing Body /
Board of Trustees:

Name in Capitals:

Date:

Appendix 2: Teachers' Pay Scales 1 September 2023

Below are the current pay scales for Teachers in maintained schools and local authorities for 2023 in England excluding the London Area.

Please Note: Pay progression linked to performance.

Advisory Pay Ranges	September 2022	September 2023	Hourly Rate 2023 (Salary / 1265 hours)
Unqualified Teacher Pay Range			
UQT1 Minimum	19,340	20,598	16.28
UQT2	21,559	22,961	18.15
UQT3	23,777	25,323	20.02
UQT4	25,733	27,406	21.66
UQT5	27,954	29,772	23.54
UQT6 Maximum	30,172	32,134	25.40
Main Pay Range			
M1 Minimum	28,000	30,000	23.72
M2	29,800	31,737	25.09
M3	31,750	33,814	26.73
M4	33,850	36,051	28.50
M5	35,990	38,330	30.30
M6 Maximum	38,810	41,333	32.67
Upper Pay Range			
UPR1 Minimum	40,625	43,266	34.20
UPR2	42,131	44,870	35.47
UPR3 Maximum	43,685	46,525	36.78

Teaching and Learning Payments	September 2022	September 2023
TLR 1		
Minimum	8,706	9,272
Maximum	14,732	15,690
TLR 2		
Minimum	3,017	3,214
Maximum	7,368	7,847
TLR 3 (Fixed term)		
Minimum	600	639
Maximum	2,975	3,169

Special Educational Needs Allowances	September 2022	September 2023
Minimum	2,384	2,539
Maximum	4,703	5,009

Lead / Advanced Practitioners Pay Range		September 2022	September 2023	Hourly Rate (Salary / 1265 hours)
1	Minimum	44,523	47,417	37.48
2		45,639	48,606	38.42
3		46,778	49,819	39.38
4		47,941	51,058	40.36
5		49,136	52,330	41.37
6		50,368	53,642	42.40
7		51,725	55,088	43.55
8		52,917	56,357	44.55
9		54,239	57,765	45.66
10		55,633	59,250	46.84
11		57,075	60,785	48.05
12		58,391	62,187	49.16
13		59,850	63,741	50.39
14		61,343	65,331	51.64
15		62,869	66,956	52.93
16		64,541	68,737	54.34
17		66,022	70,314	55.58
18	Maximum	67,685	72,085	56.98

Group Size for Headteacher Pay	
From September 2023	
1	£53,380 - £71,019
2	£56,082 - £76,430
3	£60,488 - £82,258
4	£65,010 - £88,530
5	£71,729 - £97,639
6	£77,195 - £107,700
7	£83,081 - £118,732
8	£91,633 - £131,056

Leadership Group Pay Range		September 2022	September 2023	Hourly Rate (Salary / 1265 hours)
1	Minimum	44,305	47,185	37.30
2		45,414	48,366	38.23
3		46,548	49,574	39.19
4		47,706	50,807	40.16
5		48,895	52,074	41.17
6		50,122	53,380	42.20
7		51,470	54,816	43.33
8		52,659	56,082	44.33
9		53,973	57,482	45.44
10		55,360	58,959	46.61
11		56,796	60,488	47.82
12		58,105	61,882	48.92
13		59,558	63,430	50.14
14		61,042	65,010	51.39
15		62,561	66,628	52.67
16		64,225	68,400	54.07
17		65,699	69,970	55.31
18		67,351	71,729	56.70
19		69,022	73,509	58.11
20		70,733	75,331	59.55
21		72,483	77,195	61.02
22		74,283	79,112	62.54
23		76,122	81,070	64.09
24		78,010	83,081	65.68
25		79,949	85,146	67.31
26		81,927	87,253	68.97
27		83,956	89,414	70.68
28		86,040	91,633	72.44
29		88,170	93,902	74.23
30		90,365	96,239	76.08
31		92,597	98,616	77.96
32		94,898	101,067	79.89
33		97,256	103,578	81.88
34		99,660	106,138	83.90
35		102,137	108,776	85.99
36		104,666	111,470	88.12
37		107,267	114,240	90.31
38		109,922	117,067	92.54
39		112,601	119,921	94.80
40		115,410	122,912	97.16
41		118,293	125,983	99.59
42		121,258	129,140	102.09
43	Maximum	123,057	131,056	103.60

Please Note: The School Teachers' Review Body (STRB) recommended that no pay uplift be applied to the maximum values on the Leadership Group Pay Range (LGPR) or to maximum values on any of the eight headteacher group pay ranges in 2015. This restriction was applied to the maximum of each of the eight headteacher group pay ranges only. It does not apply where a head / deputy / assistant headteacher is not earning the maximum on a headteacher group pay range but is placed on one of the corresponding points on the LGPR – L18, L21, L24, L27, L31, L35 or L39 – which have all increased by 1% in each year between 2014 and 2017, 1.5% in 2018, 2.75% in 2019, no increase in 2020, 5% in 2022 and by 6.5% in 2023.

Appendix 3: NJC Pay Rates from 1 April 2023

LOCAL GOVERNMENT SERVICES PAY SCALES 1 APRIL 2023

The pay scales below include the November 2023 agreed % uplift applied from 1 April 2023.

Band		SCP	Annual	Per month	Per week	Per hour
3	1 & 2	2	£22,366	£1,863.83	£428.94	£11.59
	4	3	£22,737	£1,894.75	£436.05	£11.79
		4	£23,114	£1,926.17	£443.28	£11.98
5		5	£23,500	£1,958.33	£450.68	£12.18
	6	6	£23,893	£1,991.08	£458.22	£12.38
		7	£24,294	£2,024.50	£465.91	£12.59
		8	£24,702	£2,058.50	£473.74	£12.80
		9	£25,119	£2,093.25	£481.73	£13.02
		10	£25,545	£2,128.75	£489.90	£13.24
	7	11	£25,979	£2,164.92	£498.23	£13.47
		12	£26,421	£2,201.75	£506.70	£13.69
		13	£26,873	£2,239.42	£515.37	£13.93
		14	£27,334	£2,277.83	£524.21	£14.17
		15	£27,803	£2,316.92	£533.21	£14.41
		16	£28,282	£2,356.83	£542.39	£14.66
		17	£28,770	£2,397.50	£551.75	£14.91
	8	18	£29,269	£2,439.08	£561.32	£15.17
		19	£29,777	£2,481.42	£571.07	£15.43
		20	£30,296	£2,524.67	£581.02	£15.70
		21	£30,825	£2,568.75	£591.16	£15.98
		22	£31,364	£2,613.67	£601.50	£16.26

Senior Officer Grades		Pay			
Band	SCP	Annual	Per month	Per week	Per hour
SO1	23	£32,076	£2,673.00	£615.16	£16.63
	24	£33,024	£2,752.00	£633.34	£17.12
	25	£33,945	£2,828.75	£651.00	£17.59
SO2	26	£34,834	£2,902.83	£668.05	£18.06
	27	£35,745	£2,978.75	£685.52	£18.53
	28	£36,648	£3,054.00	£702.84	£19.00

Principal Officer Grades		Pay			
Band	SCP	Annual	Per month	Per week	Per hour
PO1	27	£35,745	£2,978.75	£685.52	£18.53
	28	£36,648	£3,054.00	£702.84	£19.00
	29	£37,336	£3,111.33	£716.03	£19.35
	30	£38,223	£3,185.25	£733.04	£19.81
PO2	29	£37,336	£3,111.33	£716.03	£19.35
	30	£38,223	£3,185.25	£733.04	£19.81
	31	£39,186	£3,265.50	£751.51	£20.31
	32	£40,221	£3,351.75	£771.36	£20.85
PO3	32	£40,221	£3,351.75	£771.36	£20.85
	33	£41,418	£3,451.50	£794.32	£21.47
	34	£42,403	£3,533.58	£813.21	£21.98
	35	£43,421	£3,618.42	£832.73	£22.51
PO4	35	£43,421	£3,618.42	£832.73	£22.51
	36	£44,428	£3,702.33	£852.04	£23.03
	37	£45,441	£3,786.75	£871.47	£23.55
	38	£46,464	£3,872.00	£891.09	£24.08
PO5	38	£46,464	£3,872.00	£891.09	£24.08
	39	£47,420	£3,951.67	£909.42	£24.58
	40	£48,474	£4,039.50	£929.64	£25.13
	41	£49,498	£4,124.83	£949.28	£25.66
PO6	40	£48,474	£4,039.50	£929.64	£25.13
	41	£49,498	£4,124.83	£949.28	£25.66
	42	£50,512	£4,209.33	£968.72	£26.18
	43	£51,515	£4,292.92	£987.96	£26.70

Special Salary Grades		Pay			
Band	SCP	Annual	Per month	Per week	Per hour
Special A	1	£50,467	£4,205.58	£967.86	£26.16
	2	£51,492	£4,291.00	£987.52	£26.69
	3	£52,533	£4,377.75	£1,007.48	£27.23
	4	£53,448	£4,454.00	£1,025.03	£27.70
	5	£54,378	£4,531.50	£1,042.87	£28.19
Special B	1	£53,584	£4,465.33	£1,027.64	£27.77
	2	£54,494	£4,541.17	£1,045.09	£28.25
	3	£55,431	£4,619.25	£1,063.06	£28.73
	4	£56,362	£4,696.83	£1,080.92	£29.21
	5	£57,282	£4,773.50	£1,098.56	£29.69
Special C	1	£56,595	£4,716.25	£1,085.38	£29.33
	2	£57,523	£4,793.58	£1,103.18	£29.82
	3	£58,464	£4,872.00	£1,121.23	£30.30
	4	£59,310	£4,942.50	£1,137.45	£30.74
	5	£60,303	£5,025.25	£1,156.50	£31.26
Special D	1	£61,469	£5,122.42	£1,178.86	£31.86
	2	£63,997	£5,333.08	£1,227.34	£33.17
	3	£66,651	£5,554.25	£1,278.24	£34.55
	4	£69,060	£5,755.00	£1,324.44	£35.80
	5	£71,590	£5,965.83	£1,372.96	£37.11
Special E	1	£72,855	£6,071.25	£1,397.22	£37.76
	2	£75,387	£6,282.25	£1,445.78	£39.08
	3	£77,917	£6,493.08	£1,494.30	£40.39
	4	£80,447	£6,703.92	£1,542.82	£41.70
	5	£82,978	£6,914.83	£1,591.36	£43.01

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