



**Guidance for Academy & Centrally employed staff**

# Pay Policy

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Blessed Christopher Wharton CAT has adopted the PACT HR recommended model procedure as agreed by Trade Unions.

Approved by the Trust Board on: 3.2.18

To be reviewed on: 30.9.18

Signed on behalf of the Trust Board:

A handwritten signature in black ink, appearing to be 'C. Wharton'.

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

Dated: September 2017

A Biessed Christopher Wharton Academy Trust School

<b>DOCUMENT CONTROL</b>	
<b>Doc Ref:</b>	Version 2017
<b>Document Full Title</b>	Pay Policy
<b>Document Version number</b>	Version 2
<b>Document stored in</b>	
<b>Owned by:</b>	
<b>Authorised by:</b>	Trust Board Academy Council
<b>Date:</b>	September 2017
<b>Review Date:</b>	September 2018
<b>Circulation:</b>	All Staff and Volunteers All School Governors All Trust Directors On Website



## MISSION

### OUR VISION

To provide and promote excellent Catholic education, enabling everyone to reach their full potential in union with God.

"Be ambitious for the higher gifts"

1 Corinthians 12:31

### OUR MISSION

With Jesus Christ at the centre of our life, we will provide Catholic schools open to all who want to share our educational goals inspired by Christian principles. We will offer the highest possible standards of education in which faith, culture and life are united in harmony. For the common good, we will work in partnership and trust with each other, with families, our communities and with all involved in the mission of education. We will encourage and empower children and young people to recognise and realise their God-given potential, providing them with opportunities to develop harmoniously their physical, moral, intellectual and spiritual gifts. We will help them to aspire to a sense of personal dignity and responsibility, to learn the correct use of freedom, and to participate actively in their communities. Guided by the Holy Spirit, we will teach Gospel values, as together we celebrate and live our call to follow Christ the teacher in self-giving love and service.



# Blessed Christopher Wharton CAT

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## Introduction

The statutory pay arrangements for teachers give significant discretion to Academy Councils and the Trust Board to set the pay in their school. 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. Academy Councils are also recommended within their Pay Policy to stipulate their procedures for determining the pay of support staff. This should ensure fair and equitable treatment for all staff and minimise the prospect of disputes and legal challenge of pay decisions.

Academies 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 School Teachers' Pay and Conditions Document the Trust Board and Academy Councils will ensure that a Teacher's pay is assessed in accordance with the principles set out in this document.

The pay for associate staff is arranged according to local government pay scales (determined locally) and the applicable conditions of service. The pay/personnel committee of the Academy Council has delegated powers to determine the pay of all associate staff (School Standards and Framework Act 1998).

## Statement by the Trust Board

The Board of Trustees of BCWCMAT and the Academy Councils of each school in the Trust will seek to ensure that all teaching and support staff are valued and receive proper recognition for their work and contribution to school life.

## Statement of Intent

This policy will be applied to the pay of all staff employed by the Trust board, excluding any staff whose pay is not determined by the Trust board or the Academy Councils. The prime statutory duty of Academy Councils, 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.

## 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 Trust Board and Academy Councils 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.

## Consultation

The trust will ensure staff and trade unions are consulted on changes to the Pay Policy which will be reviewed annually. For teachers, the Pay Policy should comply with the current STPCD and the accompanying statutory guidance. The Pay Policy should be used in conjunction with both of these but in the event of any inadvertent contradictions the STPCD and statutory guidance will take precedent. Each member of staff and each academy councillor will be given a copy of the final Pay Policy and the school staffing structure by the Headteacher.

## 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 Academy Council and Trust Board will ensure that appropriate funding is allocated for pay progression for eligible employees. Schools should incorporate an element of funding into their budget planning to reflect annual pay awards and increments.

## School Pay Policy

The Trust Board 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 NJC staff and in accordance with their conditions of service.

## September 2017 Pay Award

In line with the recommendations in the STRB's 26<sup>th</sup> Report, from 1 September 2017:

- a 2% uplift has been applied to all points on the main pay range
- a 1% uplift has been applied to all other pay ranges in the national framework (including Headteacher groups) and all allowances across all pay ranges.
- Except for teachers and leaders on the minima of their respective ranges or group ranges, schools must determine in accordance with this policy how to take account of the uplift to the national framework in making individual pay progression decisions
- Pay progression decision should be made in relation to appraisal and should be evidence based.

## Safeguarding Arrangements

The Academy Council will operate salary safeguarding arrangements in line with the provisions of the 2017 STPCD.

## Roles & responsibilities

The Trust board will review this policy on an annual basis incorporating any changes in the School Teachers Pay & Conditions Document (STPCD)

Academy councils will be responsible for ensuring that the Academy uses the Trusts policy when determining pay for Teachers in accordance with the Burgundy book and the STPCD

The Trust board will be responsible for determining the pay for Executive Headteachers, Head of School and Deputy and Assistant Headteachers and Heads of RE.

## Salary Reviews (Teachers)

All School 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 and Executive 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 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).

## Salary Reviews (Support Staff)

Pay determinations for members of the support staff will be based on the recommended pay scales for NJC staff and in accordance with their conditions of service at the time. NJC pay scales can be found in appendix 3 of this document.

## Determining Pay on Appointment

Reference should be made to the scheme of Delegation when determining pay on appointment.

The Trust Board/Academy Council 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. The Trust Board/Academy council will determine the starting salary within that range to be offered to the successful candidate. The Trust Board/Academy Council, 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 ISR.

The Trust Board/Academy Council will normally match the salary point of any teacher on joining the school. Any exception to this must be clearly explained at the advertising stage.

In making such pay determinations, the Academy Council may take into account a range of factors, including:

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

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

### Classroom teacher posts

The pay range to be used to determine pay on appointment is either the main pay range or upper pay range (see appendix 2).

### Leading Practitioner teacher posts

Will be paid on the appropriate pay range (see appendix 2).

### Unqualified teachers

Will be paid on the appropriate pay range (see appendix 2).

### Leadership teacher posts (Executive Heads, Head Teacher, Deputy & Assistant Head Teachers and Heads of Religious Education)

The Trust board is responsible for the appointment of Executive Heads, head teachers, Head of school, Deputy & Assistant Heads and Heads of RE

The Trust Board defines an Executive Headteacher as having Head Teacher responsibility for two or more schools.

The pay ranges for the Executive Headteacher, Head of School, HeadTeacher, Deputy HeadTeacher[s] and Assistant HeadTeacher[s] will be determined in accordance with the criteria specified in the 2017 STPCD and ensuring fair pay relativities, where the Trust Board/Academy Council believe these to be appropriate (see appendix 2).

Where the normal procedures for determining Headteacher pay as defined in STPCD 2017 does not provide an increase to the salary that the Executive Headteacher would receive or an adequate increase in salary the Trust board in line with STPCD 2017 will use their discretion to apply up to 20% of the headteachers current basic salary. If this is the case HR Advice should be sought.



As this will be an interim arrangement, the uplift will be paid as an allowance. These arrangements will be specified in an agreement between the relevant governing bodies and the Trust Board (standard document attached).

If the Executive Headteacher is not at the top of their range, they will be eligible for pay progression in line with the Appraisal policy.

'Heads of School' may be appointed in schools where an EHT is in post. This role will carry responsibility for the day to day running of the school. As this is not a Headteacher role carrying full responsibility for the school, the ISR is set below that for a Headteacher for the relevant group size, but at a higher rate than a Deputy Headteacher. The normal range will be L12- L16.

## Pay Progression

### Pay Progression based on Performance

*Any pay decisions made since September 2014 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 Trusts' agreed Appraisal Policy.

The evidence used to determine pay should be 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 NQTs will be made via the statutory induction process. Decisions made in relation to NQTs need to reflect the reasonable expectations placed on them with regards to performance as an NQT.

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 concerns have not been sufficiently addressed through appropriate support provided by the Academy.



- **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*)

Pay progression decisions should be made in relation to the Appraisal Policy.

## 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 staff member's grievances. He or she should be informed in writing of the decision and the right to appeal. The final appeal will be heard by the school's Appeals committee. Hearings will follow the standard grievance procedure.

For all leadership positions, including Executive Headteachers the appeal will be made in writing to the Chair of the Trust Board and considered by the Trust Board.

## 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 for the Trust 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 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 Academy Council / Trust Board has the discretion to award an increment if they so wish.

## Teachers on the Upper Pay Range

The pay committee will use those salary points which can be found in appendix 2.

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.

## Applications for the Upper Pay Range

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 works in more than one school may make an application to be paid on the Upper Pay Range to each of the schools in which he or she is employed. This school will not be bound by any pay decision made by another school .

It is recommended that Teachers will normally be considered for progression to the Upper Pay Range having reached the maximum point on the Main Pay Range. The Head Teacher 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 Head Teacher, no later than 31st October in any year:

- On the standard form provided in school \*
- By letter \*

(\*Please delete as necessary)

## 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

## Leading Practitioners Pay Range

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

The pay / HR committee will have regard to paragraph 16 of the STPCD when making a determination in relation to 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

## Leadership Group Pay

The Trust Board will apply a three stage process when setting the pay for new appointments to Headship or wider leadership team posts. (See Part 2 of the STPCD for more information on the three step process).

## Discretionary Payments

### Discretionary Payments (on appointment)

There is no requirement for the Trust Board to consider awarding discretionary points to a newly appointed classroom teacher (whether NQT, main scale, upper pay scale) but they will be used to recognise prior experience and secure the best candidates.

### 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 Academy Council will review the level of payments annually.

### Leading Practitioner

The Academy Council 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.

### Unqualified Teachers

The Academy Council will consider whether or not to award an additional allowance



as set out in paragraph 22 of the STPCD.

## Discretionary Payments to Existing Head Teachers and Other Members of the Leadership Team

Existing pay arrangements will continue until such time as there may be significant changes in responsibility for the Headteacher or other member of the leadership team. The Trust Board will review the level of payments annually in line with the Trusts pay policy.

## Teaching and Learning Responsibility Payments (TLRs)

The Academy Council will award TLRs as indicated in the school staffing structure and in accordance with paragraph 20 of the STPCD. The Academy Council will consult staff and the relevant Trade Unions on any proposed changes to the TLR structure. Where the Academy Council 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 £529 and £2,630 as per paragraph 20 of the STPCD.

The Academy Council will determine what rate each level of TLR will be payable at within the range (see appendix 2), in accordance with STPCD 2017.

## Special Needs Allowance

The Academy Council will award an SEN allowance in accordance with the range specified in the STPCD (see appendix 2) and where the criteria in paragraph 21 of the STPCD is met. This will be no less than £2,106 and no more than £4,158 per annum. Where a SEN allowance is to be paid, the Academy Council will determine the spot value of the allowance in accordance with paragraph 21 of the STPCD.

## Acting Allowances

Where a teacher is required to act as head teacher, deputy head teacher or assistant head teacher 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.

## Sickness & Maternity Leave

**The Trust Board can consider the extension of pay during periods of sickness or Maternity Leave. The application will be made to the Head Teacher and considered by the Academy Council. If the Academy Council finds in favour of the application, final approval will be made by the Trust Board on recommendation by the HR and Pay Committee.**

## Other Discretionary Payments

The Academy Council 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.

### Honoraria

The Academy Council / Trust Board will not pay any honoraria to any member of the teaching staff. There is no provision within the 2017 STPCD for the payment of honoraria in any circumstances.

### Recruitment and retention incentives and benefits

Subject to paragraph 27 of the 2017 STPCD, the 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 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.

Executive Headteachers, Headteachers, Head of School, deputy headteachers and assistant headteachers 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 Executive headteacher, Head of School, headteacher, deputy headteacher or assistant headteacher must be taken into account when determining the pay range. Where the relevant body pays a recruitment or retention incentive or benefit awarded to a Executive headteacher, Head of School, deputy headteacher or assistant headteacher under a previous Document, 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.



# Appendix 1 Annual Statement of a Classroom Teacher's Salary: Main Scale Teachers (September 2017)

Name: \_\_\_\_\_  
School: \_\_\_\_\_  
Effective Date: \_\_\_\_\_

## Number of points on main scale awarded from 1 September 2017

Point on pay range from 1 September 2017: \_\_\_\_\_

Value of point: £ \_\_\_\_\_

### \*Allowances

SEN allowance: (range £2,106 to £4,158)

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

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**Payment(s) to a Main Pay Scale Teacher under paragraph 13 of the STPCD**

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

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

**\*Safeguarding**

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

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

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

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 STPCD 2017.

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

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Total Salary:** \_\_\_\_\_

**Signed on behalf of the Academy Council:** \_\_\_\_\_

**Name in capitals:** \_\_\_\_\_

**Date:** \_\_\_\_\_



## Appendix 2 Guideline Pay Points and Agreed Ranges

### Pay Range for Unqualified Teachers

From September 2017

1 ( <i>minimum</i> )	£16,626
2	£18,560
3	£20,492
4	£22,427
5	£24,362
6 ( <i>maximum</i> )	£26,295

### Pay Range for Classroom Teachers

From September 2017

1 ( <i>minimum</i> )	£22,917
2	£24,485
3	£26,454
4	£28,489
5	£30,734
6 ( <i>maximum</i> )	£33,824

### Pay Range for Upper Pay Range

Teachers From September 2017

U1 ( <i>minimum</i> )	£35,927
U2	£37,258
U3 ( <i>maximum</i> )	£38,633

### Pay Range for Leading Practitioners

From September 2017

1 ( <i>Minimum</i> )	£39,374
2	£40,360
3	£41,368
4	£42,398
5	£43,454
6	£44,544
7	£45,743
8	£46,799
9	£47,967
10	£49,199
11	£50,476
12	£51,639
13	£52,930
14	£54,250
15	£55,600
16	£57,077
17	£58,389
18 ( <i>Maximum</i> )	£59,857

### Allowances

From September 2017

TLR1	£7,699 - £13,027
TLR2	£2,667 - £6,515
TLR3	£529 - £2,630
SEN	£2,106 - £4,158

### Pay Ranges for Leadership Group Pay

From September 2017

Minimum L1	£39,374
L2	£40,360
L3	£41,368
L4	£42,398
L5	£43,454
L6	£44,544
L7	£45,743
L8	£46,799
L9	£47,967
L10	£49,199
L11	£50,476
L12	£51,639
L13	£52,930
L14	£54,250
L15	£55,600
L16	£57,077
L17	£58,389
L18	£59,857
L19	£61,341
L20	£62,863
L21	£64,417
L22	£66,017
L23	£67,652
L24	£69,330
L25	£71,053
L26	£72,810
L27	£74,615
L28	£76,466
L29	£78,359
L30	£80,310
L31	£82,293
L32	£84,339
L33	£86,435
L34	£88,571
L35	£90,773
L36	£93,020
L37	£95,333
L38	£97,692
L39	£100,072
L40	£102,570
L41	£105,132
L42	£107,766
Maximum L43	£109,366

### Pay Ranges for Head Teachers

From September 2017

1	£44,544 – £59,264
2	£46,799 – £63,779
3	£50,476 – £68,643
4	£54,250 – £73,876
5	£59,857 – £81,478
6	£64,417 – £89,874
7	£69,330 – £99,081
8	£76,466 – £109,366



**Appendix 3 Spinal Column Points**  
Operative from 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2018

Scales	Bands	SCP	Salary	Hourly Rate	Salary	Hourly Rate
			1 <sup>st</sup> April 2016	37	1 <sup>st</sup> April 2017	37
Scale 1	Band 1					
	Band 2	6	£14,514	£7.52	£15,014	£7.78
		7	£14,615	£7.58	£15,115	£7.83
	Band 3	8	£14,771	£7.66	£15,246	£7.90
		9	£14,975	£7.76	£15,375	£7.97
	Band 4	10	£15,238	£7.90	£15,613	£8.09
		11	£15,507	£8.04	£15,807	£8.19
	Scale 2	Band 5	12	£15,823	£8.20	£16,123
Scale 3	13		£16,191	£8.39	£16,491	£8.55
Scale 4	Band 6	14	£16,481	£8.54	£16,781	£8.70
		15	£16,772	£8.69	£17,072	£8.85
Scale 5	Band 7	16	£17,169	£8.90	£17,419	£9.03
		17	£17,547	£9.10	£17,772	£9.21
Scale 6	Band 8	18	£17,891	£9.27	£18,070	£9.37
		19	£18,560	£9.62	£18,746	£9.72
SO1	SO1	20	£19,238	£9.97	£19,430	£10.07
		21	£19,939	£10.34	£20,138	£10.44
		22	£20,456	£10.60	£20,661	£10.71
		23	£21,057	£10.91	£21,268	£11.02
		24	£21,745	£11.27	£21,962	£11.38
		25	£22,434	£11.63	£22,658	£11.74
		26	£23,166	£12.01	£23,398	£12.13
		27	£23,935	£12.41	£24,174	£12.53
SO2	SO2	28	£24,717	£12.81	£24,964	£12.94
		29	£25,694	£13.32	£25,951	£13.45
PO2	PO1	30	£26,556	£13.76	£26,822	£13.90
		31	£27,394	£14.20	£27,668	£14.34
PO3	PO1	32	£28,203	£14.62	£28,485	£14.76
		33	£29,033	£15.05	£29,323	£15.20
PO4	PO3	34	£29,854	£15.47	£30,153	£15.63
		35	£30,480	£15.80	£30,785	£15.96
PO5	PO3	36	£31,288	£16.22	£31,601	£16.38
		37	£32,164	£16.67	£32,486	£16.84
PO6	PO5	38	£33,106	£17.16	£33,437	£17.33
		39	£34,196	£17.72	£34,538	£17.90
PO6	PO5	40	£35,093	£18.19	£35,444	£18.37
		41	£36,019	£18.67	£36,379	£18.86
PO6	PO5	42	£36,937	£19.15	£37,306	£19.34
		43	£37,858	£19.62	£38,237	£19.82
PO6	PO5	44	£38,789	£20.11	£39,177	£20.31
		45	£39,660	£20.56	£40,057	£20.76
PO6	PO5	46	£40,619	£21.05	£41,025	£21.26
		47	£41,551	£21.54	£41,967	£21.75
PO6	PO5	48	£42,474	£22.02	£42,899	£22.24
		49	£43,387	£22.49	£43,821	£22.71

## Appendix 4

### BMDC Locally Agreed Grades for staff above the level of Principal Officer Range (posts formerly designated as APT&C)

Effective from 1 April 2017

#### Special Grades

	Salary 1 April 17	Monthly	Weekly	Hourly Rate
<b>Special Grade A</b>	£42,895	£3,574.58	£822.64	£22.23
	£43,802	£3,650.17	£840.04	£22.70
	£44,723	£3,726.92	£857.70	£23.18
	£45,532	£3,794.33	£873.22	£23.60
	£46,356	£3,863.00	£889.02	£24.03
<b>Special Grade B</b>	£45,654	£3,804.50	£875.56	£23.66
	£46,459	£3,871.58	£890.99	£24.08
	£47,287	£3,940.58	£906.87	£24.51
	£48,112	£4,009.33	£922.70	£24.94
	£48,925	£4,077.08	£938.29	£25.36
<b>Special Grade C</b>	£48,318	£4,026.50	£926.65	£25.04
	£49,139	£4,094.92	£942.39	£25.47
	£49,972	£4,164.33	£958.37	£25.90
	£50,721	£4,226.75	£972.73	£26.29
	£51,600	£4,300.00	£989.59	£26.75
<b>Special Grade D</b>	£52,630	£4,385.83	£1,009.34	£27.28
	£54,870	£4,572.50	£1,052.30	£28.44
	£57,219	£4,768.25	£1,097.35	£29.66
	£59,350	£4,945.83	£1,138.22	£30.76
	£61,589	£5,132.42	£1,181.16	£31.92
<b>Special Grade E</b>	£62,709	£5,225.75	£1,202.64	£32.50
	£64,949	£5,412.42	£1,245.60	£33.66
	£67,188	£5,599.00	£1,288.54	£34.83
	£69,427	£5,785.58	£1,331.48	£35.99
	£71,668	£5,972.33	£1,374.45	£37.15

## Appendix 5

### Addendum wording for Pay Policy – Bradford Living Wage Allowance

This school has chosen to pay its support staff the Bradford Council Living Wage supplement on all contracted hours and any additional plain time hours worked up to 37 hours per week. From the 1<sup>st</sup> April 2016, this will mean that those staff currently paid on SCP points 6, 7, 8 and 9 will be paid a supplement in addition to their basic hourly rate, that will take their overall hourly rate up to £7.85 per hour. The term time factor will be applied to employees who have a term time only contract of employment.

Any further increases in a member of staff's basic hourly rate may mean that the subsequent supplement amount decreases or ceases where necessary.

The Council has not committed to make any future annual increases to the current level of living wage (£7.85 per hour).

The pay and grading structure implemented in schools in 2013/14 is not affected as this will be paid as a supplement.

The introduction of a new compulsory National Living Wage from 1 April 2016 has no effect on the Council resolution.

Any future annual pay increases agreed nationally will be advised to schools in the normal way.

Signed:

\_\_\_\_\_  
on behalf of the school's Governing  
Body/Trust Board

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