



**Leicestershire
Traded Services**

Teachers' Pay Policy 2024/25

The Trust/Governing Body adopted this policy on

13th March 2025

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1. Scope

This policy applies to the following posts based within Worthington School and should be read in conjunction with the:

- The Head Teacher
- All other teachers (including unqualified & Instructors)

This policy sets out the framework for making decisions on Teachers' pay. It has been developed to comply with current legislation and the requirements of the School Teachers' Pay and Conditions Document (STPCD) 'The Document' and has been consulted on with staff and the recognised trade unions.

This policy will be kept under review and updated annually in the light of future amendments to the STPCD.

For the purposes of this document "Trust" refers to either the Trustees OR Governing Body OR Governors/Local Governing Body/the individual school and/or the management.

2. Purpose

This pay policy aims to:

For example:

- maximise the quality of teaching and learning within the School
- support the recruitment and retention of a high-quality teacher workforce recognise and
- reward teachers appropriately for their contribution to the school
- ensure that decisions on pay are managed in a fair, just and transparent way.

Worthington School will agree the school budget to ensure that appropriate funding is allocated for pay progression (including any cost-of-living rises) at all levels.

Worthington School recognises that funding cannot be used as a criterion to withhold pay progression.

Any aspects of Teachers' pay and allowances not covered within this policy will be considered in line with The Document.

3. Appraisal

A scheme of appraisal for all teaching staff, as detailed in Worthington School's, Performance Management Policy, will be used to assess the performance of all classroom teachers and leaders in accordance with the requirements of the Education (School Teachers' Appraisal) (England) Regulations 2012.

Where an individual has had a successful performance management review, pay progression will be awarded, where salary scales allow.

Pay progression may be withheld where there is unsatisfactory performance without the need to consider or initiate capability proceedings.

Pay Progression

Determination of all teachers' and leaders' pay will take place:

- Annually with effect from 1st September, with appraisals having been conducted no later than 31st October each year (all teachers)
- Annually with effect from the 1st of September, with appraisals having been conducted no later than 31st December each year (Head Teachers).
- Where a teacher becomes entitled to be paid on the upper pay range (if applicable).
- At any other time of the year to reflect any changes in post, any substantial changes made to an individual's job description or other circumstances that lead to a change in the basis for calculating an individual's pay.

All pay decisions, including the rationale for such decisions, will be communicated to individual employees in the form of a written statement, the "Pay Statement" within one month of the pay committee meeting.

The Pay Statement will outline an individual's salary details and other financial benefits including:

- Recruitment and retention payments.
- SEN Allowances.
- TLR allowances awarded (including reasons for the award and details of when these payments will come to an end and;
- details of any safeguarding sums to which the teacher is entitled.

The pay statement will detail the employee's right of appeal against the pay determination.

Copies of pay statements should be kept on the individual's personal file.

4. Equal Opportunities

All pay-related decisions will comply with relevant legislation.

Worthington School will promote equality of opportunity in all areas taking account of individual circumstances including absence due to maternity leave or long-term sick leave and will make reasonable adjustments where appropriate.

All decisions made under this policy will be objective, evidence based and fully justifiable.

5. Pay Committee

All pay progression decisions will be made by the School's Pay Committee who will have fully delegated powers to make decisions on pay progression for all teachers

The terms of reference for the Pay Committee are attached at [Appendix B](#).

Members of the Pay Committee will not include staff governors.

6. Basic Pay Determination on Appointment

Worthington School will determine the pay range for a new/vacant post prior to advertising it.

Worthington School will take into account a range of factors to determine the salary range for the new/vacant post, including:

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

Following an appointment: Worthington School will determine the starting salary to be offered to the successful candidate within the relevant pay range.

Pay Portability: There is no assumption that a teacher (qualified or unqualified) will be paid at the same rate as they were being paid at a previous school.

Unqualified Teachers: Worthington School will pay an unqualified teacher on the appropriate pay scale. Appointees will be paid at a pay level which is commensurate with their skills and experience as determined by the Trust.

Early Careers Teachers (ECT's): will be paid on Point 1 of the Main Pay Range on appointment.

In the case of Early Career Teachers, the school will determine any pay recommendations by means of the statutory induction process. The school may award pay progression to ECTs at the end of the first and second years of their induction. On completion of their induction, ECT's will continue until their performance assessed in line with other teachers in the following Autumn term.

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7. Pay Ranges for Leadership Posts

Worthington School has been assigned to the Head Teacher Group 1 in accordance with the relevant paragraph of the STPCD.

The Governing Body have identified appropriate pay ranges for each of the Senior Leadership Roles as follows:

Head Teacher:

The pay range for the Head Teacher as at 1st September 2024, is:
Worthington School is L8 to L14.

8. Pay Progression

Annual pay progression is not automatic and is subject to annual review of performance. Worthington School will consider whether to award pay progression points in line with the table below:

Pay Range	Standard progression
Unqualified teachers	1 Point
Main	1 Point
Upper	1 point after 2 consecutive successful reviews
Leadership	1 point

9. Pay Progression Based on Performance

All Teachers and leaders are subject to the annual appraisal process that recognises an individual's strengths, informs plans for their future development, and helps to enhance their professional practice. In addition, all can expect to receive regular, constructive feedback on their performance. The arrangements for appraisals are set out in this School's, Performance Management Policy.

- Pay progression of the Head Teacher will be considered by the Governing Body based on the recommendation of the Chair of Governors with advice from the External Educational Adviser.
- Pay Progression of all other teachers, including other leadership staff and leading practitioners will be considered by the Pay Committee based on the recommendations of the Head Teacher

Decisions regarding pay progression will be made with reference to appraisal reports and the pay recommendations they contain. In the case of Early Career Teachers (ECTs) pay progression will be made with reference to performance against their induction programme.

For all Teachers it will be possible for a 'no progression' determination to be made without recourse to the capability procedure.

To be fair and transparent, assessments of performance will be properly rooted in evidence which will enable robust decisions to be made. In this Worthington School will ensure fairness by:

Setting fair and SMART objectives and

Consistent assessments, including any arrangements for quality assurance and moderation

The evidence that will be used will include:

Self assessment, peer review, tracking pupil progress, lesson observations, assessment of teaching and learning, the views of pupils and parents

Judgements of performance will be made against:

- Combination of absolute and relative performance measures
- In this School's judgements of performance will be made against the extent to which Teachers have met their individual objectives and the relevant standards and how they have contributed to (insert here any specific impacts the School may wish to take into account, e.g. impact on pupil progress; impact on wider outcomes for pupils; improvements in specific elements of practice, such as behaviour management or lesson planning; impact on effectiveness of Teachers or other staff; wider contribution to the work of the School).
- The rate of progression will be differentiated according to an individual Teacher's performance and will be on the basis of a combination of absolute and relative criteria
- Teachers will be eligible for a pay increase 1 point if "they meet all their objectives, are assessed as fully meeting the relevant standards and all teaching is assessed as at least good with some teaching being assessed as outstanding"

Appraisal reports will contain pay recommendations. Final decisions about whether or not to accept a pay recommendation will be made by the Pay Committee, having regard to the appraisal report and taking into account advice as follows:

- For classroom Teachers; advice from the Head Teacher/Appraiser.
- For the Head Teacher; advice from the School's, external educational adviser.

10.Movement to the Upper Pay Range

Applications and Evidence

Any qualified teacher may apply to be paid on the upper pay range. It is the responsibility of the individual teacher to decide whether they wish to apply to be paid on the upper pay range. All applications will be assessed in line with this policy.

Applications may be made once a year.

STPCD states that all pay determinations are effective from 1st September, therefore an application that is received from a qualified teacher by 31st October which is supported, would see the progression being effective from 1st September of that academic year. Applications received after 31st October would be expected to see any uplift effective from 1st September the following year.

If a teacher is simultaneously employed at another school or Academy / School, they should submit separate applications if they wish to apply to be paid on the upper pay range in both schools. This Trust OR School will not be bound by any pay decision made by another school.

Applications should contain evidence from:

The previous 12 months

Applications should be submitted by:

1st September each year

Applications should be submitted to: The Head Teacher

The Assessment

An application from a qualified teacher will be successful where the Pay Committee is satisfied that: the teacher is highly competent in all elements of the relevant teacher's standards.

AND

the teacher's achievements and contribution to Worthington School are substantial and sustained. For the purposes of this pay policy 'highly competent' means:

performance which is not only good but also good enough to provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice and how to make a wider contribution to the work of the School, in order to help them meet the relevant standards and develop their teaching practice

'substantial' means:

of real importance, validity or value to the school; play a critical role in the life of the school; provide a role model for teaching and learning; make a distinctive contribution to the raising of pupil standards; take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning

'sustained' means:

maintained continuously over a period of at least 2 School years

The application will be assessed by:

The Head teachers assessment will be made within 20 working days of the application being received and the final determination will be made by the pay committee at its next meeting. The pay

committee will decide where on the upper pay spine the successful teacher is placed. This determination will be based on:

The nature of the post and the responsibility it entails
The level of qualifications, skills and experience of the teacher

If unsuccessful, feedback will be provided by the Headteacher within 5 working days of the final determination, this will take the format of a written statement and discussion. Any appeal against a decision not to move a teacher to the UPS will be heard under the school's appeal procedure.

Processes and Procedures

The assessment will be made within/by:

the applicant will receive a response to their application within 20 working days

If successful, applicants will move to the upper pay range from:

The start of the academic year

If unsuccessful, feedback will be provided by:

The headteacher within 5 working days

Any appeal against a decision not to move the teacher to the upper pay range will be heard under the School's Appeal Policy (see Appendix C).

11. Progression on the Upper Pay Range

Applications and Evidence

Any qualified teacher may apply to be paid on the upper pay range (UPR). However, it is the responsibility of the individual teacher to decide whether they wish to apply. All applications will be assessed in line with this policy and decisions made based on the requirements of the school.

Teachers on the upper pay range will be awarded pay progression in line with the [Assessment Section](#).

We recognise that not all Teachers will want to progress through all levels of the upper pay range. This will be explored during the appraisal process and objectives set in line with the employee's career aspirations.

12. Appeals

A teacher may request a review of any determination of their pay by the Pay Committee.

Initial queries will be raised with the Head Teacher in the first instance. Where matters are not resolved at this stage, the teacher may refer to the Pay Appeals process.

The procedure for submitting an appeal is detailed in [Appendix C](#).

13. Pay Ranges

The advisory pay ranges for all Leadership and Teaching posts, including details of all allowances payable to staff for the academic year 2024/2025 are located in [Appendix A](#).

14. Part-Time Teachers

Teachers employed on an ongoing basis, working less than a full working week are deemed to be part-time. Worthington School will give part-time teachers a written statement detailing their working time obligations and the standard mechanism used to determine their pay, subject to the provisions of the statutory pay and working time arrangements and by comparison with the timetabled teaching week for a full-time teacher in an equivalent post.

The salary and any allowances, except for TLR3s, of a part-time teacher must be determined in accordance with the pro-rata principle.

15. Supply Teachers

Teachers employed on a day-to-day or other short notice basis will be paid on a daily basis calculated on the assumption that for the academic year 2024/2025, a full working year consists of 195 days. Periods of employment lasting less than a day will be calculated pro-rata basis.

16. Safeguarding

Worthington School will operate salary safeguarding arrangements in line with the provisions of the appropriate STPCD.

17. Allowances & Additional Payments:

Teaching and Learning Responsibility Payment (TLR)

TLRs are awarded to those teachers indicated in the staffing structure at Appendix A. They will not be awarded to staff on the leadership scales or unqualified teachers.

Before awarding any TLR Worthington School will be satisfied that the duties of the post include a significant responsibility i.e.:

	TLR 1	TLR 2	TLR 3
Is focused on teaching and learning;	✓	✓	✓
Requires the exercise of a teacher's professional skills and judgement	✓	✓	✓

Has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils;	✓	✓	✓
Requires the teacher to lead, manage and develop a subject of curriculum area or to lead and manage pupil development across the curriculum;	✓	✓	
Involves leading, developing and enhancing the teaching practice of other staff;	✓	✓	
Includes line management responsibility for a significant number of people.	✓		

The values of TLRs that currently exist within Worthington School are set out in Appendix A. Where such TLRs are awarded to part-time teachers they must be paid pro-rata at the same proportion as the teacher's part-time contract.

TLR1s and TLR2s may only be awarded on a temporary basis where the teacher is temporarily occupying a different post in the staffing structure to which a TLR payment is attached (such as in cases of cover for secondments, maternity or sick leave or vacancies pending permanent appointment) and for the duration of that responsibility.

A TLR3 is a fixed-term award. TLR3s may be awarded only for clearly time-limited school improvement projects or one-off externally driven responsibilities. The fixed term for which they are to be awarded must be established at the outset of the award.

Teachers cannot hold a TLR 1 and a TLR 2 concurrently but may hold either a TLR 1 or 2 AND a TLR 3.

TLR 1 and 2 will be pro-rata for a part time Teacher (i.e., a teacher with a 60% contract will only hold a 60% TLR allowance).

TLR 3s will not be pro-rata'd, see below.

The range for TLR3s refers to the annual value of such an award. Where a TLR3 is awarded for a fixed term of less than one year then the total value should be calculated proportionately to the annual value, for example: a TLR 3 awarded for a 6-month project should not exceed a value of £1,672 (i.e., £3,344 / 2 = £1,672). If the teacher undertaking the project is a part time teacher, the TLR3 payment would not be pro-rata'd further in line with the teachers weekly working hours.

The relevant body should not award consecutive TLR3s for the same responsibility unless that responsibility relates to tutoring to deliver catch-up support to pupils on learning.

18.Special Education Needs Allowance

An SEN allowance of £2,679 - £5,285 will be awarded in accordance with the terms of paragraph 21 of the latest STPCD to:

- a classroom teaching post which requires a mandatory SEND qualification and involves teaching pupils with SEND;
- within a special school;
- a post requires the teaching of pupils in one or more designated special classes or units in a school or, in the case of an unattached teacher, in a local authority unit or service;
- in any non-designated setting (including any pupil referral unit) that is analogous to a designated special class or unit, is:
- a post which involves a substantial element of working directly with children with SEND;
- a post requiring the exercise of a teacher's professional skills and judgement in the teaching of children with SEND;
- and has a greater level of involvement in the teaching of children with SEND than is the normal requirement of teachers throughout the Trust, OR School, or unit within the school or, in the case of an unattached teacher, the unit or service.

19. Unqualified Teachers Allowance

Worthington School will pay an Unqualified Teacher's allowance to Unqualified Teachers where the teacher has:

- taken 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:
- qualifications or experience which bring added value to the role being undertaken

20. Discretionary Payments and Allowances for Teachers

Worthington School have determined that they will not award any discretionary allowances or payments to teachers.

Recruitment and Retention Incentives and Benefits (R&R)

Worthington School have determined that they will not award any recruitment and retention incentives.

Residential Duties

Worthington School have determined that they will award 1 day in lieu for each trip

Travel & Mileage Allowance

45p per mile

Acting Allowance:

Where a teacher is assigned to and carries out duties of a headteacher, deputy headteacher or assistant headteacher, but has not been appointed to the role, the Governing Body will, within a 4-week period beginning on the day that such duties were first carried out, decide whether an “acting allowance” should be paid. Where this continues, the Governing Body may review their decision as to whether an acting allowance must be paid.

Where a pay range has been determined for the role that is being covered, and an acting allowance is paid, the teacher’s total remuneration must not be lower than the minimum of the respective pay range for as long as the acting allowance is paid.

Performance payments to seconded teachers

Where:

- a) a teacher is temporarily seconded to a post as headteacher in a school causing concern which is not the teacher’s normal place of work; and
- b) the relevant body of that school considers that the teacher merits additional payment to reflect sustained high quality of performance throughout the secondment.

Worthington School will pay the teacher a lump sum accordingly. The total value of the additional payment and any annual salary and other payments paid to the teacher during the secondment must not exceed 25% above the maximum of the headteacher group for the school to which the teacher is seconded.

21. Discretionary Payments and Allowances for Head Teachers & Senior Leaders

The approach to setting pay for Head Teachers will make additional payments by means of allowances largely unnecessary. The exception to this will be for temporary or irregular responsibilities or other very specific reasons which it is not appropriate to incorporate into permanent pay, such as housing or relocation costs. Such payments will be time-limited from the outset and cease when the responsibility ceases, or circumstances change. Safeguarding will not apply to such payments. The total value of the salary and temporary payments made to a Head Teacher in any one year will not exceed 25% above the maximum of the group size for the school.

The principles for payment of allowances for members of the wider leadership group (except lead practitioners) will be consistent with those for the Head Teacher.

This approach and these principles however will only be applicable if pay setting for the leadership group has changed to reflect the new provisions, i.e., after 1st September 2024. In this Worthington School these changes have not yet been necessary and as such discretionary allowances and payments will continue until such changes are implemented.

Worthington School has determined that they will not award any additional payments to the Head Teacher.

Note: Additional payments may be made to a Head Teacher in specified circumstances as set out in STPCD 2024, provided the Governing Body have not previously taken such circumstances into account when determining the ISR under an earlier Document.

22. Honoraria

The Document, and therefore this School's, pay policy, does not provide for the payment of bonuses or so-called 'honoraria' in any circumstances.

23. Salary Sacrifice Arrangements

Worthington School has determined that they will not provide for any salary sacrifice arrangements.

24. Additional Information

Written Notification of Allowances and Other Payments.

Worthington School will advise employees in writing of the determination of any allowance or other payment or amendment to such. The written notification will advise, as appropriate, on the date of commencement, termination, review, the value of any such award and whether it is to be safeguarded or not.

Pay Changes by Mutual Consent.

Any member of staff wishing to request a reduction in responsibility and pay should do so in writing. This request will be considered by the Pay Committee and a decision will be made taking into account the request from the teacher.

Monitoring the impact of the Policy.

Worthington School (Pay Committee) will monitor the outcomes and impact of this policy on an annual basis, including trends in progression across specific groups of teachers to assess its effect and the School's, continued compliance with equalities.

25. Appendix A: Teachers Pay & Staffing Structure

	Salary
Unqualified Teacher Pay Range	£21,731
	£33,902
Main Pay Range	£31,650
	£43,607
Upper Pay Range	£ 45,646

	£ 49,084
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The values of the TLRs that currently exist within this School are set out below:

a. TLR2s will be awarded to the following values:

TLR 2	Minima	£3,391
	Maxima	£8,279

September 2023 DFE Advisory Pay Point Structure for the Unqualified Teacher Pay Range (UTPR)

This is included for your information so that you can check your pay structure against the DFE's advisory pay points.

Spine Point	Rest of England (£)	London Fringe (£)	Outer London (£)	Inner London (£)
U1 (UTPR minimum)	21,731	23,140	25,758	27,252
U2	24,224	25,630	28,252	29,745
U3	26,716	28,123	30,744	32,238
U4	28,914	30,319	32,947	34,436
U5	31,410	32,813	35,438	36,925
U6 (UTPR maximum)	33,902	35,305	37,932	39,417

September 2024 DFE Advisory Pay Point Structure for the Main Pay Range (MPR) And Upper Pay Range (UPR) Spine

This is included for your information so that you can check your pay structure against the DFE's advisory pay points.

Point	Rest of England (£)	London Fringe (£)	Outer London (£)	Inner London (£)
M1 (MPR minimum)	31,650	33,075	36,413	38,766
M2	33,483	34,974	38,318	40,609
M3	35,674	37,141	40,322	42,536
M4	38,034	39,495	42,430	44,556

M5	40,439	41,870	45,000	47,069
M6 (MPR maximum)	43,607	45,037	48,532	50,288
U1 (UPR minimum)	45,646	47,031	50,210	55,415
U2	47,338	48,719	52,068	58,138
U3 (UPR maximum)	49,084	50,471	53,994	60,092

26. Appendix B – Terms of Reference for the Pay Committee

Membership:

The Pay Committee shall comprise the following three members:

- Chair of Finance Committee (currently Roz Tanner)
- Two governors from the HR committee (currently Roz Tanner, & Kate Whitton)
- No staff governor is eligible to serve on the Pay Committee

Quorum:

All three governors must be in attendance. The Head Teacher will also attend to make recommendations and support informed decision-making but has no decision-making authority.

Terms of reference:

- To ensure the application of the pay policy in a fair and consistent way.
- To ensure all statutory and contractual requests are applied.
- To record all decisions and report back in general to the Governing Body.
- To recommend to the Governing Body the total amount of funding needed for pay progression.
- To ensure knowledge of pay issues is up-to-date.
-

Meetings:

The pay committee will meet at least once per academic year and otherwise as required. One meeting will be scheduled within the autumn term (between 1 September and 31 October), where the following business will be transacted:

- The committee will receive pay recommendations for all teaching staff (along with supporting evidence from the appraisal process) from the Head Teacher.
- The committee will receive a pay recommendation for the Head Teacher (along with supporting evidence from the performance management process) from the HR Committee.
- The committee will make a recommendation to the finance committee for the amount to be budgeted for the next year's salary increases.
- The committee will consider any applications for movement to the Upper Pay Spine that may have been received

- The committee will decide each case on its merits and report back to the Governing Body with the financial impact of pay decisions made.

Within five working days of the meeting, the Head Teacher will confirm the decisions made by the pay committee in writing to all staff, with reference to this policy.

Minutes will be circulated to committee members within fourteen days of the meeting. Due to the sensitive nature of the subject matter, these minutes will not be made available on the school website for other governors to access.

27. Appendix C – School’s Appeal Procedure

Where a teacher wishes to raise a legitimate challenge in respect of either:

- the pay recommendation to be made to the pay committee, or
- following the pay committee’s determination of their pay award,

they should first attempt to resolve this by discussing the matter informally with the Head teacher/Appraiser.

The Headteacher/Appraiser will discuss the matter with the employee and explain fully the reasons for their recommendations. The employee will also have the opportunity to put forward any evidence to support their challenge. At this point it will be determined whether there are grounds for amending the pay recommendation or whether the pay committee need to reconsider the matter.

Where the teacher remains dissatisfied, following any informal discussions/pay committee meetings, they may follow a formal appeal process as per the school’s Appeal policy.

Appeals should be submitted to the individual (or committee) who made the determination within 5/10 working days of the notification of the decision.

The appeal committee will comprise of different members to the original pay committee.

The following list, which is not exhaustive, includes the usual reasons for seeking a review of a pay determination. That the person or committee by whom the decision was made:

- *incorrectly applied any provision of the STPCD;*
- *incorrectly applied the school’s pay policy;*
- *failed to have proper regard for statutory guidance;*
- *failed to take proper account of relevant evidence;*
- *took account of irrelevant or inaccurate evidence;*
- *was biased; or*
- *otherwise unlawfully discriminated against the teacher.*

28.Addendum to Template Pay Policy

(Relevant section to be incorporated into the body of the Policy once finalised by School).

Examples Of Approaches to Pay Progression Based on Performance

Example 1 – Absolute performance measures

In this the, School judgements of performance will be made against the extent to which Teachers have met their individual objectives and the relevant standards and how they have contributed to (insert here any specific impacts the School may wish to take into account, e.g. impact on pupil progress; impact on wider outcomes for pupils; improvements in specific elements of practice, such as behaviour management or lesson planning; impact on effectiveness of Teachers or other staff; wider contribution to the work of the School).

The rate of progression will be differentiated according to an individual teacher's performance and will be on the basis of absolute criteria (it may be helpful to indicate here the size of individual pay progression increases that may result for each category, e.g. an increment of £x).

Teachers will be eligible for a pay increase of £x if (insert here what the minimum expectations are – e.g. “they meet all their objectives, are assessed as fully meeting the relevant standards and all teaching is assessed as at least good with some teaching being assessed as outstanding”).

Teachers may be eligible for £y if (insert here the level of performance that may lead to less rapid progress in a year – e.g. “they meet all their objectives, are assessed as meeting the relevant standards and all teaching is assessed as at least good”). Teachers will be eligible for £z if (insert here how the highest performing Teachers will be able to make quicker progress up the pay range – e.g. the expectations will be that “they exceed all their objectives, are assessed as fully meeting the relevant standards and all of their teaching is assessed as outstanding”).

Example 2 – Relative performance measures

In this, the School judgements of performance will be made against the extent to which Teachers have met their individual objectives and the relevant standards and how they have contributed to (insert here any specific impacts the School may wish to take into account, e.g. impact on pupil progress; impact on wider outcomes for pupils; improvements in specific elements of practice, such as behaviour management or lesson planning; impact on effectiveness of Teachers or other staff; wider contribution to the work of the School).

The rate of progression will be differentiated according to an individual teacher's performance and will be on the basis of relative criteria (it may be helpful to indicate here the size of individual pay progression increases that may result for each category, e.g. an increment of £x)

Teachers will be eligible for a pay increase of £x if (insert here what the minimum expectations are – e.g. “they are judged as being within the top 20/15/x% of Teachers in their School”).

Teachers may be eligible for £y if (insert here the level of performance that may lead to less rapid progress in a year – e.g. “they are judged as being within the top 40/30/ y% of Teachers in their School”).

Teachers will be eligible for £z if (insert here how the highest performing Teachers will be able to make quicker progress up the pay range – e.g. the expectations will be that “they are judged as being within the top 10/5/z% of Teachers in their School”).

Example 3 – Combination of absolute and relative performance measures

In this School’s judgements of performance will be made against the extent to which Teachers have met their individual objectives and the relevant standards and how they have contributed to (insert here any specific impacts the School may wish to take into account, e.g. impact on pupil progress; impact on wider outcomes for pupils; improvements in specific elements of practice, such as behaviour management or lesson planning; impact on effectiveness of Teachers or other staff; wider contribution to the work of the School).

The rate of progression will be differentiated according to an individual Teacher’s performance and will be on the basis of a combination of absolute and relative criteria (it may be helpful to indicate here the size of individual pay progression increases that may result for each category, e.g., an increment of £x).

Teachers will be eligible for a pay increase of £x if (insert here what the minimum expectations are – e.g., “they meet all their objectives, are assessed as fully meeting the relevant standards and all teaching is assessed as at least good with some teaching being assessed as outstanding”).

Teachers may be eligible for £y if (insert here the level of performance that may lead to less rapid progress in a year – e.g., “they meet all their objectives, are assessed as meeting the relevant standards and all teaching is assessed as at least good”). Teachers will be eligible for £z if (insert here how the highest performing Teachers will be able to make quicker progress up the pay range – e.g., the expectations will be that “they are judged as being within the top 10/5/x% of those Teachers in their School who also meet the absolute expectations for progression”).




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