

# Pay Policy



Version 1

1<sup>st</sup> September 2021



## Policy Details

Silsden 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: SPW Committee

Approved on: 26/11/2021

Reviewer: Headteacher

To be reviewed on: 01/09/2022

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

## Summary of Key Changes

- i. The pay ranges for Unqualified Teachers have been adjusted in line with the most current STPCD.

## Terminology

Within the following document, the terms below represent the following;

The Board:	Board of Governors
Senior Leader:	Headteacher
Chair:	Chair of the Board of Governors
Member:	Governor

## Contents

Summary of Key Changes.....	3
Terminology.....	4
Policy Statement.....	7
Statement by The Board.....	7
Statement of Intent.....	7
General Provisions.....	8
Consultation.....	8
Budget.....	8
Pay Policy.....	9
Safeguarding Arrangements.....	9
Salary Reviews (Teachers).....	9
Salary Reviews (Support Staff).....	9
Classroom Teacher Posts.....	10
Leading Practitioner Teacher Posts.....	10
Unqualified Teachers.....	11
Leadership Teacher Posts (Head Teacher, Deputy & Assistant Head Teachers).....	11
Pay Progression Based on Performance.....	11
Review & Appeals.....	12
Teachers on the Main Pay Range.....	13
Teachers on the Upper Pay Range.....	13
Applications for the Upper Pay Range.....	13
Unqualified Teachers Pay Range.....	14
Leading Practitioners Pay Range.....	14
Leadership Group Pay.....	15
Discretionary Payments.....	15
Discretionary Payments (on appointment).....	15
Discretionary Payments (current employees).....	15
Leading Practitioner.....	15
Unqualified Teachers.....	16
Discretionary Payments to Existing Head Teachers and Other Members of the Leadership Team.....	16
Teaching and Learning Responsibility Payments (TLRs).....	16
Special Educational Needs Allowance.....	17

Acting Allowances..... 17

Sickness & Maternity Leave ..... 17

Other Discretionary Payments ..... 17

Honoraria ..... 18

Recruitment and Retention Incentives and Benefits..... 18

Appendix 1..... 18

Appendix 2 Guideline Pay Points and Agreed Ranges .....21

Appendix 3 NJC Pay Rates from 1 April 2020\* .....22

## Policy Statement

The statutory pay arrangements for teachers give significant discretion to Boards to set the pay in their School's. 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 and Trust Boards 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.

School's, 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 Board 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 Board has delegated powers to determine the pay of all support staff (School Standards and Framework Act 1998).

For the purposes of this document. It is recognised that Academies are not obliged to follow nationally agreed terms and conditions for teachers and support staff. This document assumes that a decision has been taken to still follow nationally agreed conditions and pay frameworks.

### Statement by The Board

The Board 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 to work in the School, excluding any staff whose pay is not determined by The Board. 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 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 Board 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 Board's Staffing Committee 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 of these but in the event of any inadvertent contradictions the most current STPCD and statutory guidance will take precedence. Each member of staff and board member will be given a copy of the final Pay Policy and the School's Staffing Structure.

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

## Pay Policy

- 1.1 The 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 local authority staff and in accordance with their conditions of service (discretionary for Academies etc.).

### Safeguarding Arrangements

- 1.2 The Board will operate salary safeguarding arrangements in line with the provisions of the most current STPCD (where adopted).

### Salary Reviews (Teachers)

- 1.3 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 Head Teachers; 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).

### Salary Reviews (Support Staff)

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

## Determining Pay on Appointment

- 1.5 The Board 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 Board, 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.
- 1.6 The Board 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 and the pay policy should determine that pay is not automatically portable.
- 1.7 In making such pay determinations, The Board 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, and are not intended to provide an exhaustive list and may not apply to all appointments.*

## Classroom Teacher Posts

- 2.1 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

- 2.2 Leading Practitioner Teachers will be paid on the appropriate pay range (See Appendix 2).

## Unqualified Teachers

- 2.3 Unqualified Teachers will be paid on the appropriate pay range (See Appendix 2).

## Leadership Teacher Posts (Head Teacher, Deputy & Assistant Head Teachers)

- 2.4 The pay ranges for the Head Teacher, Deputy Head Teacher[s] and Assistant Head Teacher[s] will be determined in accordance with the criteria specified in the most current STCPD and ensuring fair pay relativities, where The Board 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 Board may consider researching pay ranges in other schools of a similar size and nature.

## Pay Progression Based on Performance

- 3.1 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).
- 3.2 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 agreed Appraisal Policy.
- 3.3 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 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.
- 3.4 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 management.

- **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*).

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

## Review & Appeals

3.6 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 Appeals committee. Hearings will follow the standard grievance procedure.

## Teachers on the Main Pay Range

- 3.7 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.
- 3.8 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 Board will consider using its discretion and may award enhanced pay progression. However, where there has 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 Board has the discretion to award an increment if they so wish.

## Teachers on the Upper Pay Range

- 3.9 The pay committee will use points which can be found in Appendix 2.
- 3.10 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

- 3.11 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.
- 3.12 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 Senior Leader will notify all teachers on Scale Points 5 and 6 of the Main Pay Range at the start of each academic year that they may wish to apply for assessment.

- 3.13 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.
- 3.14 Applications to be paid on the Upper Pay Range may be made once a year and must be made in writing, to the Senior Leader, no later than 31st October in any year.

### **Unqualified Teachers Pay Range**

- 3.15 The pay range determined for unqualified teachers can be found in Appendix 2.
- 3.16 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**

- 3.17 See Appendix 2 for the pay range for Leading Practitioner posts paid on the Leading Practitioner pay range.
- 3.18 The pay 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.

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

### **Leadership Group Pay**

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

## **Discretionary Payments**

### **Discretionary Payments (on appointment)**

4.1 There is no requirement for The Board 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.

### **Discretionary Payments (current employees)**

4.2 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 Board will review the level of payments annually.

### **Leading Practitioner**

4.3 The Board will take account of paragraph 16 of the STPCD when determining the pay range of a Leading Practitioner. All Leading Practitioners will be

assigned additional duties commensurate with the pay awarded.

- 4.4 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.
- 4.5 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**

- 4.6 The Board 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 Board will also 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**

- 4.7 Existing pay arrangements will continue until such time as there may be significant changes in responsibility for the Senior Leader or other member of the leadership team. The Board will review the level of payments annually.

### **Teaching and Learning Responsibility Payments (TLRs)**

- 4.8 The Board will award TLRs as indicated in the staffing structure and in accordance with paragraph 20 of the STPCD. The Board will consult staff and the relevant Trade Unions on any proposed changes to the TLR structure. Where The Board 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 £571 and £2,833 as per paragraph 20 of the STPCD.
- 4.9 The Board 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.

## Special Educational Needs Allowance

- 4.10 The Board 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 £2,270 and no more than £4,479 per annum. Where an SEN allowance is to be paid, The Board will determine the spot value of the allowance in accordance with paragraph 21.3 of the STPCD.

## Acting Allowances

- 4.11 Where a teacher is required to act as Senior Leader, 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

- 4.12 The Board can consider the extension of pay during periods of sickness or Maternity Leave. Application will be to the relevant committee.

## Other Discretionary Payments

- 4.13 The Board 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

- 4.14 The Board 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.

## Recruitment and Retention Incentives and Benefits

- 4.15 Subject to paragraph 27 of the most current STPCD, the School 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.
- 4.16 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.
- 4.17 Senior Leaders, Deputy Head Teachers and Assistant Head Teachers 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 the Senior Leader, Deputy Head Teacher or Assistant Head Teacher 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 Senior Leader, Deputy Head Teacher or Assistant Head Teacher 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 Teacher’s Salary (including Head Teacher) September 2021

Name: \_\_\_\_\_

School: \_\_\_\_\_

Effective Date: \_\_\_\_\_

**Number of points on pay scale awarded from 1 September 2021**

New point on pay scale from 1 September 2021: \_\_\_\_\_

Value of point/s awarded: £ \_\_\_\_\_

**\*Allowances**

SEN allowance: (range £2,270 to £4,479)

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.*

<b>Payment</b> <i>*Delete as applicable</i>	<b>Reason for award</b>	<b>Value of payment or benefit</b>
* 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"> <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)*

---



---



---

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 Board:** \_\_\_\_\_

**Name in Capitals:** \_\_\_\_\_

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

## Appendix 2 Guideline Pay Points and Agreed Ranges

Pay Range for Unqualified Teachers From September 2021		Pay Ranges for Leadership Group Pay From September 2021	
1 ( <i>minimum</i> )	£18,419	<i>Minimum L1</i>	£42,195
2	£20,532	L2	£43,251
3	£22,644	L3	£44,331
4	£24,507	L4	£45,434
5	£26,622	L5	£46,566
6 ( <i>maximum</i> )	£28,735	L6	£47,735
<b>Pay Range for Classroom Teachers</b> From September 2021		L7	£49,019
1 ( <i>minimum</i> )	£25,714	L8	£50,151
2	£27,600	L9	£51,402
3	£29,664	L10	£52,723
4	£31,778	L11	£54,091
5	£34,100	L12	£55,338
6 ( <i>maximum</i> )	£36,961	L13	£56,721
<b>Pay Range for Upper Pay Range Teachers</b> From September 2021		L14	£58,135
U1 ( <i>minimum</i> )	£38,690	L15	£59,581
U2	£40,124	L16	£61,166
U3 ( <i>maximum</i> )	£41,604	L17	£62,570
<b>Pay Range for Leading Practitioners</b> From September 2021		L18	£64,143
1 ( <i>Minimum</i> )	£42,402	L19	£65,735
2	£43,465	L20	£67,364
3	£44,550	L21	£69,031
4	£45,658	L22	£70,745
5	£46,796	L23	£72,497
6	£47,969	L24	£74,295
7	£49,261	L25	£76,141
8	£50,397	L26	£78,025
9	£51,656	L27	£79,958
10	£52,983	L28	£81,942
11	£54,357	L29	£83,971
12	£55,610	L30	£86,061
13	£57,000	L31	£88,187
14	£58,421	L32	£90,379
15	£59,875	L33	£92,624
16	£61,467	L34	£94,914
17	£62,878	L35	£97,273
18 ( <i>Maximum</i> )	£64,461	L36	£99,681
<b>Allowances</b> From September 2021		L37	£102,159
TLR1	£8,291-£14,030	L38	£104,687
TLR2	£2,873-£7,017	L39	£107,239
TLR3	£571-£2,833	L40	£109,914
SEN	£2,270-£4,479	L41	£112,660
		L42	£115,483
		<i>Maximum L43</i>	£117,197

### Pay Ranges for Head Teachers

From September 2021

1	£47,735 - £63,508
2	£50,151 - £68,347
3	£54,091 - £73,559
4	£58,135 - £79,167
5	£64,143 - £87,313
6	£69,031 - £96,310
7	£74,295 - £106,176
8	£81,942 - £117,197

### Appendix 3 NJC Pay Rates from 1 April 2020\*

Band	SCP	Annual	Per month	Per week	Per hour	
	1 & 2	1	<b>£17,842</b>	£1,486.83	£342.17	£9.25
		1 BLW	<b>£17,942</b>	£1,495.17	£344.09	£9.30
3		2	<b>£18,198</b>	£1,516.50	£349.00	£9.43
	4	3	<b>£18,562</b>	£1,546.83	£355.98	£9.62
		4	<b>£18,933</b>	£1,577.75	£363.10	£9.81
5		5	<b>£19,312</b>	£1,609.33	£370.37	£10.01
	6	6	<b>£19,698</b>	£1,641.50	£377.77	£10.21
		7	<b>£20,092</b>	£1,674.33	£385.32	£10.41
		8	<b>£20,493</b>	£1,707.75	£393.02	£10.62
		9	<b>£20,903</b>	£1,741.92	£400.88	£10.83
		10	<b>£21,322</b>	£1,776.83	£408.91	£11.05
7		11	<b>£21,748</b>	£1,812.33	£417.08	£11.27
		12	<b>£22,183</b>	£1,848.58	£425.43	£11.50
		13	<b>£22,627</b>	£1,885.58	£433.94	£11.73

		14	<b>£23,080</b>	£1,923.33	£442.63	£11.96	
		15	<b>£23,541</b>	£1,961.75	£451.47	£12.20	
		16	<b>£24,012</b>	£2,001.00	£460.50	£12.45	
	8		17	<b>£24,491</b>	£2,040.92	£469.69	£12.69
			18	<b>£24,982</b>	£2,081.83	£479.11	£12.95
			19	<b>£25,481</b>	£2,123.42	£488.68	£13.21
			20	<b>£25,991</b>	£2,165.92	£498.46	£13.47
			21	<b>£26,511</b>	£2,209.25	£508.43	£13.74
		22	<b>£27,041</b>	£2,253.42	£518.59	£14.02	

Senior Officer Grades		Pay			
Band	SCP	Annual	Per month	Per week	Per hour
SO1	23	<b>£27,741</b>	£2,311.75	£532.02	£14.38
	24	<b>£28,672</b>	£2,389.33	£549.87	£14.86
	25	<b>£29,577</b>	£2,464.75	£567.23	£15.33
SO2	26	<b>£30,451</b>	£2,537.58	£583.99	£15.78
	27	<b>£31,346</b>	£2,612.17	£601.15	£16.25
	28	<b>£32,234</b>	£2,686.17	£618.18	£16.71

Principal Officer Grades		Pay			
Band	SCP	Annual	Per month	Per week	Per hour
PO1	27	<b>£31,346</b>	£2,612.17	£601.15	£16.25
	28	<b>£32,234</b>	£2,686.17	£618.18	£16.71
	29	<b>£32,910</b>	£2,742.50	£631.15	£17.06
	30	<b>£33,782</b>	£2,815.17	£647.87	£17.51
PO2	29	<b>£32,910</b>	£2,742.50	£631.15	£17.06
	30	<b>£33,782</b>	£2,815.17	£647.87	£17.51
	31	<b>£34,728</b>	£2,894.00	£666.01	£18.00
	32	<b>£35,745</b>	£2,978.75	£685.52	£18.53
PO3	32	<b>£35,745</b>	£2,978.75	£685.52	£18.53
	33	<b>£36,922</b>	£3,076.83	£708.09	£19.14
	34	<b>£37,890</b>	£3,157.50	£726.66	£19.64
	35	<b>£38,890</b>	£3,240.83	£745.83	£20.16
PO4	35	<b>£38,890</b>	£3,240.83	£745.83	£20.16
	36	<b>£39,880</b>	£3,323.33	£764.82	£20.67
	37	<b>£40,876</b>	£3,406.33	£783.92	£21.19
	38	<b>£41,881</b>	£3,490.08	£803.20	£21.71
PO5	38	<b>£41,881</b>	£3,490.08	£803.20	£21.71
	39	<b>£42,821</b>	£3,568.42	£821.22	£22.20
	40	<b>£43,857</b>	£3,654.75	£841.09	£22.73
	41	<b>£44,863</b>	£3,738.58	£860.38	£23.25
PO6	40	<b>£43,857</b>	£3,654.75	£841.09	£22.73
	41	<b>£44,863</b>	£3,738.58	£860.38	£23.25
	42	<b>£45,859</b>	£3,821.58	£879.49	£23.77
	43	<b>£46,845</b>	£3,903.75	£898.39	£24.28

Special Salary Grades		Pay				2019	Plus 2.75%
Band	SCP	Annual	Per month	Per week	Per hour	Annual	
Special A	1	<b>£45,855</b>	£3,821.25	£879.41	£23.77	£44,628	£45,855
	2	<b>£46,825</b>	£3,902.08	£898.01	£24.27	£45,572	£46,825
	3	<b>£47,809</b>	£3,984.08	£916.88	£24.78	£46,529	£47,809
	4	<b>£48,675</b>	£4,056.25	£933.49	£25.23	£47,372	£48,675
	5	<b>£49,555</b>	£4,129.58	£950.37	£25.69	£48,229	£49,555
Special B	1	<b>£48,804</b>	£4,067.00	£935.96	£25.30	£47,498	£48,804
	2	<b>£49,665</b>	£4,138.75	£952.48	£25.74	£48,336	£49,665
	3	<b>£50,551</b>	£4,212.58	£969.47	£26.20	£49,198	£50,551
	4	<b>£51,432</b>	£4,286.00	£986.36	£26.66	£50,055	£51,432
	5	<b>£52,302</b>	£4,358.50	£1,003.05	£27.11	£50,902	£52,302
Special C	1	<b>£51,562</b>	£4,296.83	£988.86	£26.73	£50,270	£51,652
	2	<b>£52,530</b>	£4,377.50	£1,007.42	£27.23	£51,124	£52,530
	3	<b>£53,420</b>	£4,451.67	£1,024.49	£27.69	£51,990	£53,420
	4	<b>£54,221</b>	£4,518.42	£1,039.85	£28.10	£52,770	£54,221
	5	<b>£55,161</b>	£4,596.75	£1,057.88	£28.59	£53,685	£55,161
Special D	1	<b>£56,236</b>	£4,686.33	£1,078.50	£29.15	£54,757	£56,263
	2	<b>£58,656</b>	£4,888.00	£1,124.91	£30.40	£57,086	£58,656
	3	<b>£61,167</b>	£5,097.25	£1,173.06	£31.70	£59,530	£61,167
	4	<b>£63,446</b>	£5,287.17	£1,216.77	£32.89	£61,748	£63,446
	5	<b>£65,839</b>	£5,486.58	£1,262.66	£34.13	£64,077	£65,839
Special E	1	<b>£67,036</b>	£5,586.33	£1,285.62	£34.75	£65,242	£67,036
	2	<b>£69,431</b>	£5,785.92	£1,331.55	£35.99	£67,573	£69,431
	3	<b>£71,825</b>	£5,985.42	£1,377.46	£37.23	£69,903	£71,825
	4	<b>£74,218</b>	£6,184.83	£1,423.36	£38.47	£72,232	£74,218
	5	<b>£76,613</b>	£6,384.42	£1,469.29	£39.71	£74,563	£76,613

**\*PLEASE NOTE – NJC 2021 PAY HAS NOT YET BEEN AGREED (1<sup>ST</sup> NOV 21). THE ABOVE AMOUNTS WILL BE UPDATED ACCORDINGLY ONCE THE 2021 NJC PAY AWARD IS AGREED OR IMPLEMENTED.**

**COPYRIGHT** © 2021 City of Bradford Metropolitan District Council, City Hall, Bradford, West Yorkshire, BD1 1HY.

All rights reserved. No part of this document can be reproduced in any material form (including photocopying or storing it in any medium by electronic means and whether or not transiently or incidentally to some other use of this document) without the written permission of the copyright owner except in accordance with the provisions of the Copyright, Design and Patents Act 1988. Applications for the copyright owner's written permission to reproduce any part of this document should be addressed to the Pact-HR Team via email [pact-hr@bradford.gov.uk](mailto:pact-hr@bradford.gov.uk).

**Warning: To perform an unauthorised act in relation to a copyright work may result in both a civil claim for damages and criminal prosecution.**