



KALEIDOSCOPE
Multi Academy Trust

TEACHERS PAY POLICY 2024

This policy is based upon the North Somerset Model

Next review September 2025

Approved by: Next Review:	Kaleidoscope Trust Board September 2025	Date: September 2024
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Pay Policy

The Kaleidoscope Trust Board adopted this policy on 11th September 2024.

1. INTRODUCTION

This policy sets out the framework for making decisions on teachers' pay. It complies with current legislation and the requirements of the School Teachers' Pay and Conditions Document (STPCD) and consultation has taken place with staff and/or recognised trade unions.

This policy should be read and used in conjunction with the Appraisal part of the Appraisal-Capability Policy wherever relevant. A copy of this policy including the appeals procedure will be available to all employees at the School. Employees will be made aware of any substantive revisions to the pay policy that have been made following consultation at the first opportunity.

The Policy will be reviewed annually and updated in line with the statutory provisions of the STPCD.

This pay policy aims to:

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

2. RESPONSIBILITIES

Responsibilities of the Trust Board

- to act in accordance with the principles of public life: objectivity, openness (where this does not conflict with a requirement to maintain confidentiality) and accountability; with integrity and, where necessary, confidentiality
- to comply with the relevant legislation / regulations including equalities legislation
- to consider and adopt a Pay Policy
- to ensure that arrangements are in place to appropriately and fairly link appraisal and pay and can be applied consistently
- to ensure that pay decisions can be objectively justified and are evidence based
- to set the appropriate level of pay for leadership roles
- to approve salaries and the award of performance pay in line with the Pay Policy
- to ensure that funds are available to support pay decisions
- to monitor the outcomes of pay decisions.

Pay decisions at KMAT schools are made by the Trust Board following consideration of recommendations from the Headteacher/Executive Headteacher (who will ensure that increases can be managed within the short and longer-term budgets, following procedures outlined in the Kaleidoscope Financial Handbook and budget guidelines) with appeals being heard by a separate 'panel' of Trustees (see below for details of the appeals process). Please see the Terms of Reference of the Trust Board for rules regarding membership and withdrawal from meetings and the specific duties of the Committee.

Responsibilities of the Headteacher/Executive Headteacher:

- to follow KMAT arrangements for linking appraisal to pay progression

- to consult on behalf of the Trust Board with staff and where applicable, with trade unions on the Appraisal and Pay Policies and any subsequent changes to them
- to submit these Policies and any changes to them to the Trust Board for approval
- to ensure that the arrangements set out in the Policies are in place and are being applied effectively and fairly
- where applicable, to submit pay recommendations to the Pay Committee of the Governing Body (after consulting the CEO/CFO) together with sufficient information / advice to enable a decision to be made
- to ensure that employees are informed of pay decisions and given any necessary feedback should they not receive pay progression
- to ensure that this Policy is shared with staff
- to ensure that pay records are kept to provide an audit trail and a proper evidence base
- to provide relevant, accurate and factual data to allow the Headteacher/Executive Headteacher and CEO to make objective and evidenced based decisions

Responsibilities of Teachers:

- to comply with the Pay Policy
- to ensure they understand the pay arrangements of the School and Kaleidoscope MAT

3. PAY AWARDS / PAY 'UPLIFT'

All teachers are paid in accordance with the statutory provisions of the Document as updated from time to time. Pay awards (pay 'uplift') will apply to salaries and allowances but not to safeguarded sums.

Pay awards (pay 'uplifts') will be applied as set out below.

In Kaleidoscope schools, performance is primarily recognized through pay progression. For recruitment reasons pay awards (pay 'uplifts') will normally be applied as set out below. However, a School may withhold the pay award should the School consider a teacher's performance to have been unsatisfactory. Where the pay award of a teacher is withheld the School will have notified the teacher in writing under the School's Appraisal and Capability Policy that their performance is considered unsatisfactory and that their performance will be managed under the Capability Procedure.

From September 2024:

- a 5.5% uplift will be applied to the minimum of the unqualified teachers' pay range, the main pay range, the upper pay range, the leading practitioners' pay range, the three TLR ranges and the SEN range, the leadership pay range and to the headteacher if they are on the minimum of their head teacher group pay range
- all teachers on the unqualified teachers' pay range, the main pay range, the upper pay range and the leadership pay range who are being paid above the minimum of any of these ranges will be paid in accordance with the applicable points set out in Appendix C of this Policy;
- a 5.5% uplift will be applied to all [*TLRs / *SEN allowances] above the minimum of the TLR and SEN ranges and to all [*unqualified teachers' allowances / *acting allowances / *additional payments / *recruitment and retention incentives and benefits / *temporary payments*]

Note: all the pay ranges including the advisory points on the main and upper pay ranges and the reference points on the unqualified teacher and leadership ranges are set out in Appendix C of this Policy.

4. PAY REVIEWS FOR ALL TEACHERS

The Trust Board will ensure that each teacher's salary is reviewed annually, with effect from 1 September and no later than 31 October each year, and that all teachers are given a written statement setting out their salary and any other financial benefits to which they are entitled wherever possible within one month of the pay decision and by 31 December.

As part of this review, all eligible teachers will progress if they met the criteria set out in paragraph 5.5.

The statement will say where the School's Pay Policy is located and include any safeguarded sums to which the teacher is entitled, any fixed term pay arrangements which apply. The School will notify teachers of the outcome of pay decisions as soon as possible and no later than a month after the pay decision has been made. If teachers require any additional information they should approach their appraiser in the first instance. Pay increases will be backdated to 1 September.

Any instruction to increase pay will be issued as soon as the appeal deadline has passed or, if an appeal is lodged, as soon as the result of the appeal is known. *See Appendix A for the Procedure for Handling Appeals.*

Reviews may take place at other times of the year to reflect any changes in circumstances or role that lead to a change in the basis for calculating an individual's pay. A written statement will be given after any review and where applicable will give information about the basis on which it was made.

The Pay Committee will consider its approach in the light of the school's budget, direction from the CFO/CEO and ensure that appropriate funding is allocated for pay progression at all levels.

Where a pay determination leads or may lead to the start of a period of safeguarding, the Pay Committee of the Governing Body will give the required notification as soon as possible and no later than one month after the date of the determination.

The Trust Board and full Governing body will be provided with information regarding the proportion of teachers on all ranges who have progressed within the Pay Scales.

Where a pay determination leads or may lead to the start of a period of safeguarding, the Pay Committee of the Governing Body will give the required notification as soon as possible and no later than one month after the date of the determination.

5. CLASSROOM TEACHERS

5.1 UNQUALIFIED TEACHER RANGE

This pay range will be used for unqualified teachers (as defined in the current STPCD) only.

5.2 MAIN PAY RANGE

This pay range will be used for all qualified teachers who are not on the upper pay range or the leadership range.

5.3 UPPER PAY RANGE

The School will pay teachers on the upper pay range if:

- the teacher is employed in the school as a post-threshold teacher, for as long as the teacher is employed as a post-threshold teacher without a break in their continuity of employment with the school
- the teacher was a member of the leadership group in the school since September 2000, has continued to be employed at the school without a break in the continuity of their employment and occupied the post for an aggregate of a year or more
- the teacher applies to the school to be paid on the upper pay range and is successful,
- the teacher is still employed at the school and there has been no break in their continuity of employment with the school) unless the teacher is a member of the leadership group.

KMAT Schools will determine where on the upper pay range the above categories of teachers are placed.

The School will consider whether to pay a teacher on the upper pay range if:

- the teacher is defined as a 'post-threshold' teacher but has not previously been employed in the school or was employed as a 'post-threshold teacher' in the school prior to a break in the continuity of their employment or
- the teacher has applied to another educational setting to be paid on the upper pay range and was successful or
- the teacher was formerly paid on the pay range for lead practitioners

5.4 BASIC PAY DETERMINATION ON APPOINTMENT FOR CLASSROOM TEACHERS

The Headteacher/Executive Headteacher (after consulting the CFO/CEO and Governors) will determine the pay range for a vacancy prior to advertising it. This will be in line with similar roles across KMAT. On appointment, it will determine the starting salary within that range to be offered to the successful candidate. Subject to the provisions of this Policy, the Headteacher/Executive Headteacher will determine the pay range and the starting salary within that range appropriate for any supply teacher engaged directly by the school.

The school will determine where on the unqualified range to place new unqualified appointees and where on the main or upper pay range to place new qualified appointees in accordance with this section, subject to the provisions of the STPCD with regard to the upper pay range (see the 'Upper Pay Range' section above).

In making such determinations, they may consider a range of factors, including:

- the nature of the post
- the level of qualifications, skills and experience required
- market conditions
- the wider school context
- **the decision should be in line with similar roles across KMAT**

There is no assumption that a teacher will be paid at the same rate as they were being paid in a previous school/Trust. The advertised position will clearly state the pay level available. The school will consider awarding a recruitment incentive / benefit when relevant (see below).

5.5 PAY PROGRESSION BASED ON SERVICE FOR CLASSROOM TEACHERS

In KMAT Schools, pay progression will be based on service.

Our schools make use of the points set out in Appendix C of this Policy for the purposes of pay progression with regard to the unqualified, main, upper and leadership pay ranges.

The Pay Committee of the Governing Body must award a point on the relevant pay range for each year of employment (as defined below) as a classroom teacher or leader completed since the teacher or leader was first placed on the range in the School unless notification has taken place in accordance with the provisions below that the teacher is subject to the formal Capability Procedure.

The pay decision must be made after the teacher's annual appraisal has taken place.

A teacher has completed a "year of employment" if the teacher has completed periods of employment amounting to at least twenty-six weeks in aggregate within the previous school year. For these purposes, a period of employment runs from the beginning of the week in which the employment commences to the end of the week in which the employment is terminated and includes any holiday periods and any periods of absence from work in consequence of sickness or injury and any maternity, adoption, paternity, shared parental leave or other family leave, whether the person's service during that period has been full-time or part-time or regular or otherwise. (For the purposes of these provisions, the term 'teacher' includes all qualified classroom teachers (including Early Careers Teachers (ECTs)), all school leaders and all unqualified teachers.)

Where a classroom teacher or leader will be remaining in service on 1 September in the school in which the teacher was employed during the previous school year, and where the teacher is subject to the formal Capability Procedure the *Pay Committee of the Governing Body* must notify the teacher in writing of this before the end of the current school year and before the *Pay Committee of the Governing Body* makes a determination with regard to their pay progression.

5.6 MOVEMENT TO THE UPPER PAY RANGE

Applications and Evidence

Any qualified teacher may apply to be paid on the upper pay range and any such application must 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.

Applications may be made at least once a year.

*Teachers in the school should submit their applications to move to the upper pay range at the start of each Academic year and by **30 September** of the new Academic year. This deadline will be extended where particular circumstances warrant, such as in the case of teachers on long term sickness or maternity leave. Teachers should request an extension which will be granted where appropriate. The application should be based on the teacher's contribution in the two most recent academic years in which they have service (see below). The applications from part-time and fixed term contract teachers will be treated on the same basis as those from permanent full-time teachers.*

Teachers will be notified of who their assessor is within 5 working days of their application.

If a teacher is simultaneously employed at another school(s), they may submit separate applications if they wish to apply to be paid on the upper pay range in that school or schools. This school will not be bound by any pay decision made by another school.

All applications should include the results of reviews or appraisals under the 2012 Appraisal regulations (or, where that information is not applicable or available, a statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria). *To fulfill this requirement, teachers can provide copies of the relevant appraisal reports as evidence.*

Applications should contain evidence from the previous two Academic years unless:

- the teacher has had a break in service, in which case the application should contain evidence from the most recent last two Academic years in which the teacher has service or
- the teacher has been on long-term maternity or sickness leave or has only worked part of the previous two years in which case the application can contain evidence from the last three academic years.

Applications from teachers with no service prior to the last two academic years (that can be used to provide evidence) who have only worked part of the previous two Academic years and from teachers who have spent part of the previous two Academic years at another school or schools will be considered, provided sufficient evidence is available for assessment.

Applications should be made to the Headteacher/Executive Headteacher, where appropriate.

Applications should be made using the **Kaleidoscope Post Threshold Application Form (This is appended to the Appraisal Policy and can be provided by school leaders)** . They should also take into account the Kaleidoscope Career Expectations Document which outlines expectations of practice and contribution across the school and MAT at each pay grade. Responses in the application form should be evidence-based.

Teachers will be given access to all the information they need to make an application.

The Assessment

An application from a qualified teacher will be successful where the Pay Committee of the Governing Body is satisfied that:

- (a) the teacher is highly competent in all elements of the relevant standards; and
- (b) the teacher's achievements and contribution to the school are substantial and sustained.

For the purposes of this pay policy:

- 'highly competent' means practice 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/MAT, 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/MAT; 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 and

The application will be assessed by the Headteacher/Executive Headteacher/Head of School who will make a recommendation as to whether the teacher should move to the upper pay range, based on that assessment, to the Pay Committee of the Governing Body providing reasons for that recommendation. The Pay Committee of the Governing Body will then determine whether to accept the recommendation. In order to do so, the Pay Committee will discuss the assessment, the recommendation and the reasons for the recommendation with the Headteacher/Executive Headteacher as necessary and in the light of the relevant provisions of this Policy.

Processes and procedures

The assessment and determination on movement to the upper pay range will be made and all applicants notified of the determination by 31 October of the relevant Academic year.

If successful, applicants will move to the upper pay range from the start of the Academic year (1 September). The successful teacher will always be placed on the minimum of the upper pay range.

If unsuccessful, written feedback will be provided by the Headteacher/Executive Headteacher/Head of School, in writing, within 10 working days of the decision. The feedback will include the reason(s) for the decision (which must be objective) quoting any relevant evidence and be accompanied by notification of the teacher's right to appeal.

On request, a meeting to discuss the feedback will be held at which advice and support with regard to improvement will be offered.

Any appeal against a decision not to move the teacher to the upper pay range will be heard under the school's general appeals arrangements (see below).

6. LEAD PRACTITIONERS

KMAT Schools will not at present be appointing any teachers to lead practitioner roles. This decision was taken by Trustees after consideration of:

- ***our School's current needs with regard to a post that has the primary purpose of modeling and improving teaching skills,***
- *whether the post would fit within the school's Staffing Structure;*
- *whether the post would represent good value for money and*
- *what impact it was expected to have on the quality of teaching and on pupil outcomes*

*This decision will be reviewed [*on an annual basis / if and when the Governors consider the needs / circumstances of the School to have changed.*

7. LEADERSHIP PAY

7.1 INTRODUCTION

The provisions relating the determination of leadership group pay set out below (in paragraphs 7.3 and 7.4) apply to individuals appointed to a leadership post on or after 1 September 2014, or whose responsibilities have significantly changed on or after that date. The Pay Committee of the Governing body, CEO and CFO will determine in the light of a school's particular circumstances and context the extent to which any change should be regarded as 'significant' paying particular attention to the extent to which the change creates new levels of accountability and responsibility for the leadership group member or members.

The School will review the pay of all of their leadership posts in accordance with the arrangements introduced in the 2014 document if the Pay Committee of the Governing Body with the CEO/CFO determines that this is required to maintain consistency either with pay arrangements for new appointments to the leadership group made on or after 1 September 2014, or with pay arrangements for a member or members of the leadership group whose responsibilities have significantly changed on or after that date.

The pay progression arrangements set out in the current STPCD and the provisions below apply to all members of the leadership group.

7.2 LEADERSHIP PAY RANGE

The leadership pay range set out in the STPCD will be used for all members of the leadership group.

7.3 BASIC PAY DETERMINATION FOR MEMBERS OF THE LEADERSHIP GROUP

When setting the pay for new appointments to the leadership group, the following three-stage process will be followed.

It will also be followed, as applicable:

- when it becomes necessary to review the Headteacher Group
- when reviewing the pay of existing members of the leadership group whose responsibilities have significantly changed
- if the Trust Board decides to review the pay of all the leadership posts in the school having determined that this is required to maintain consistency

7.3.1 STAGE 1: DEFINING THE ROLE AND DETERMINING THE HEADTEACHER GROUP

The leadership role will be defined by setting out the responsibilities and accountabilities of the post (in the job description) and the skills and competencies required (in the person specification).

In the case of the post of Chief Executive Officer (CEO), the Multi Academy Trust will be assigned a group, which will determine the appropriate broad pay range within which the individual pay range of the CEO will be placed. The group pay ranges are set out in the STPCD. The group will be assigned by calculating the unit score for the school in accordance with the relevant paragraphs of the STPCD. The unit score will be based on the total number of pupils across all the schools. The unit score for each school will be calculated in accordance with the relevant paragraphs of the STPCD.

In the case of Headteacher/Executive Headteacher posts, the school will be assigned a Headteacher group, which will determine the appropriate broad pay range within which the individual pay range of the Headteacher/Executive Headteacher will be placed. The group pay ranges are set out in the STPCD. The group will be assigned by calculating the unit score for the school in accordance with the relevant paragraphs of the STPCD. If the Headteacher/Executive Headteacher will be responsible for more than one school on a permanent basis, the unit score will be based on the total number of pupils across all the schools.

In the case of other leadership group posts the governors with the CEO/CFO will consider:

- whether the role carries specific responsibilities or accountabilities which make it more challenging than or different from other posts with the same title (i.e. Head of School Deputy or Assistant Head) in the school and
- how the role (including its whole school responsibilities and accountabilities) fits within the wider leadership structure of the school.

In the case of the Chief Finance Officer of the Multi-Academy Trust, the Trustees will set a pay grade relevant to the nature of the role and in line with similar positions and contexts nationally.

7.3.2 STAGE 2: SETTING THE PAY RANGE

In Stage 2, the Pay Committee of the Governing Body, the CEO and CFO will set the level of the pay range (decide the position on the leadership pay range of the pay range) and the breadth of the pay range.

In setting the level of the pay range of Headteachers/Executive Headteacher, all of the permanent responsibilities of the role and the complexity and challenge of the role in the context of the school will be considered.

In setting the level of the pay range of other members of the leadership group all of the permanent responsibilities of the role and the complexity and challenge of the role (where applicable, in the context of the school) will be considered.

The following factors will also be taken into consideration where relevant:

- recruitment and retention
- permanent additional responsibilities (for example those relating to the provision of initial teacher training)
- long-term provision of services to other schools

In the case of the CEO and Headteachers/Executive Headteacher/Head of School, factors already considered at Stage 1 will not be taken into account when setting the level of the pay range (for example permanent responsibility for more than one school already reflected in the total unit score or indicators such as number of pupils with SEN).

Regular collaboration with other schools (which is part of the role of all Headteachers/Executive Headteachers/Head of School) will not be considered when setting the level of the pay range.

Normally, the total unit score will capture the complexity of the Headteacher role and therefore the pay range for the Headteacher will normally be set within the school group range. However, if the

CEO/CFO working with the Pay Committee considers that the circumstances warrant it, the maximum of the pay range of the Headteacher will be set up to 25% above the top of the school's group range.

The circumstances in which this will be considered include:

- Particular challenge arising out of pupils' needs (high level of free school meal entitlement, high proportion of children with SEN (if not already considered at Stage 1) or looked after children or high in-year pupil mobility)
- High degree of complexity and challenge not faced by Headteachers of similar sized schools (for e.g. accountability for multiple schools not reflected in calculation of unit score at Stage 1, management across several sites, other additional accountabilities not reflected at Stage 1)
- Recruitment considerations: factors specific to the school that may affect the school's ability to attract a field of appropriately qualified and experienced candidates (e.g. location, school circumstances, relatively low level of support from wider leadership team)

The CEO/CFO, will only consider setting the top of the pay range of the Headteacher/Executive Headteacher at more than 25% above the top of the school group range in wholly exceptional circumstances. If it is considered that there are circumstances which warrant exceeding this limit, they will seek external independent advice from an appropriate person or body and make a business case to the Trust Board. The Trust Board will then decide whether to agree a range which exceeds the limit.

In the case of other members of the leadership group the Pay Committee of the Governing Body will consider how the proposed pay range relates to the pay range of the Headteacher/Executive Headteacher and to the range of any other members of the leadership group, considering the relative 'weight' of the role compared with other leadership roles.

The maximum of the Head of School, Deputy or Assistant Headteacher's pay range will not exceed the maximum of the school's group range.

The pay range for a Head of School/Deputy or Assistant Headteacher will only overlap with the Headteacher's pay range in exceptional circumstances.

The pay ranges of Deputy and Assistant Headteachers may overlap. In KMAT School's the top of the pay range of an Assistant Headteacher will not be set at a level equal to or higher than the top of the pay range of a Deputy Headteacher. When deciding whether the ranges of assistant and deputy Headteachers should overlap, consideration will be given to the implications.

In positioning the pay range and deciding the breadth of the pay range the School will make use of the reference points (previously mandatory points) on the leadership pay range (see Appendix D).

In setting the breadth of the pay range, the CEO and CFO will ensure that there is sufficient scope for progression.

Normally, the breadth of the Headteacher's/Executive Headteacher pay range will be 7 reference points on the leadership pay range and the breadth of the deputy and assistant Headteacher/Executive Headteacher pay ranges will be 5 reference points on the leadership pay range. In exceptional circumstances, the Trust Board in consultation with the CEO/CFO will consider extending these ranges.

Benchmarking information and advice will be sought where necessary.

7.3.3 STAGE 3: DECIDING THE SALARY AND FINALISING THE INDIVIDUAL PAY RANGE

In the case of a new appointment, once the recruitment and selection process for the leadership role has been followed and the School has a preferred candidate for the available leadership post, the School will decide the starting salary in the light of candidate-specific factors.

The candidate-specific factors that the School will consider include:

- the extent to which the candidate meets the requirements in terms of the skills and competencies of the post
- the extent to which the candidate meets the requirements in terms of the context and challenge of the post
- the extent and relevance of the candidate's experience
- the starting salary required in order to recruit the preferred candidate
- how much scope for progression is appropriate for the preferred candidate

Normally, the starting salary will be set at a level allowing sufficient scope for performance-related progression over time within the pay range set at Stage 2, and the pay range will be confirmed.

However, there may be circumstances in which candidate-specific factors necessitate the revision of the pay range (to accommodate the starting salary and allow sufficient scope for performance-related progression over time).

The starting salary will be set using one of the reference points within the pay range.

The starting salary will not be set higher than the middle point of the pay range to allow scope for performance-related progression over time.

In the case of serving members of the leadership group the salary of the post holder will normally only increase if the minimum of any new range is higher than their current salary. However, the salary of the post holder may be increased in other circumstances where the Board of Trustees (in the case of the CEO) and Pay Committee of the Governing Body (in the case of school leaders) considers any post holder-specific factors warrant it. Any new salary will not be set higher than the middle of the pay range to allow scope for performance-related progression over time.

7.4 'ALLOWANCE' PAYMENTS FOR MEMBERS OF THE LEADERSHIP GROUP

KMAT school's will exercise its discretion under the relevant paragraphs of the Schools Pay and Conditions Document to award 'allowances' to members of the leadership group.

The Trust Board may agree to award temporary payments and payments in regard to housing and relocation to Headteacher/Executive Headteacher and payments in regard to housing and relocation and 'additional payments' to Head of School, Deputy and Assistant Headteachers in accordance with the provisions set out in the relevant paragraphs of the STPCD and this Policy. Temporary payments will be clearly time-limited from the outset.

Temporary payments (additional to their salary) will be made to the Headteacher/Executive Headteacher for clearly temporary responsibilities or duties that are in addition to the post for which their salary has been determined. (Such temporary responsibilities may include those for one or more additional schools or short-term provision of services to another school.) These temporary responsibilities will not have been taken into account when setting the Headteacher's/Executive Headteacher pay range.

Recruitment payments will only be made to the members of the leadership group for reasonably incurred housing and relocation expenses.

An 'additional payment' will be awarded to the Head of School, Assistant and Deputy Headteachers where the reason for the award was not previously taken into account when determining their pay range.

The Pay Committee working with the CEO and CFO will only consider awarding a temporary payment in excess of 25% of the salary otherwise payable to the Headteacher/Executive Headteacher in wholly exceptional circumstances. If the Pay Committee working with the CEO and CFO considers that there are circumstances which warrant exceeding this limit, they will seek external independent advice from an appropriate person or body and make a business case to the full Trust Board. The Trust Board will then decide whether to agree a temporary payment which exceeds the limit.

7.5 PAY PROGRESSION BASED ON SERVICE FOR MEMBERS OF THE LEADERSHIP GROUP

Please see paragraph 5.5 above for details of when members of the leadership group should progress within their range on the leadership spine.

7.6 OTHER LEADERSHIP PROVISIONS

Should the Trust Board agree for the Headteacher/Executive/Headteacher to become temporarily accountable for more than one school or involved in the provision of extended services, the pay arrangements will be in accordance with the guidance in Section 3 of the current STPCD.

If the Headteacher/Headteacher becomes head of more than one school consideration will be given to recognising any resulting additional responsibilities undertaken by other teachers through the award of the appropriate 'allowance' under this Policy.

8. ALLOWANCES FOR TEACHERS

8.1 TEACHING AND LEARNING RESPONSIBILITY PAYMENTS

Permanent Teaching and Learning Responsibility Payments (TLR1s and TLR2s)

Permanent TLRs (TLR1s or TLR2s) will be awarded to qualified classroom teachers for undertaking a sustained additional responsibility for the purpose of ensuring the continued delivery of high-quality teaching and learning.

Before awarding a TLR the Pay Committee of the Governing Body will discuss the proposed award with the CEO and CFO to ensure that it is financially viable and consistent with KMAT practice and

to ensure that the responsibility satisfies the criteria set out in the relevant paragraph of the current STPCD. Before awarding a TLR1 the Pay Committee of the Governing Body will ensure that the responsibility includes line management responsibility for a significant number of people.

The TLR will be part of the school's staffing structure and the Governing Body will keep the TLRs in its structure under review. The award will be for as long as the teacher remains in the post or covers the post for the absent post-holder. TLRs awarded to part-time teachers will be paid on a pro-rata basis. **A teacher will not be awarded more than one permanent TLR concurrently.**

A teacher awarded a TLR on a temporary basis or who is on a fixed term contract will not receive a safeguarded sum unless the TLR is ended earlier than specified and the contract extends beyond the date when the TLR ends.

If a teacher with a TLR is given a new post or revised responsibilities then the Pay Committee of the Governing Body will determine whether a TLR still applies to the post and if so what its value should be.

When the Pay Committee of the Governing Body decides to award a TLR the Pay Committee of the Governing Body, working with the CEO and CFO will determine whether the TLR is a TLR1 or TLR2 and the value of the individual TLR within the TLR1 or TLR2 range in accordance with the relevant paragraphs of the current STPCD.

The Pay Committee of the Governing Body will determine the value of the TLR appropriate for the post in accordance with job weight and KMAT model job descriptions. Posts of equal weight should be allocated equal value. Decisions on the level of payment will be justifiable in relation to the level of responsibilities attached to the TLR. Recruitment and retention issues will not be considered. A change in the value of the TLR will only be agreed if the Pay Committee of the Governing Body determines that the responsibilities attached to the TLR have changed materially.

In determining the value of the TLR, the School will make use of the TLR values set out in Appendix D of this Policy. When awards of TLRs of different values are made the minimum difference between these awards will be £1,500

The responsibility or package of responsibilities for which a permanent TLR is awarded will be clearly set out in the job description of the postholder.

Temporary Teaching and Learning Responsibility Payments (TLR3s)

KMAT schools after consulting the CEO will exercise its discretion under the Schools Pay and Conditions Document to award temporary Teaching and Learning Responsibility Payments (TLR3s).

Temporary TLRs (TLR3s) will be awarded in connection with time limited projects and one-off externally driven responsibilities. A teacher in receipt of a permanent TLR (a TLR1 or TLR2) may also be awarded a concurrent TLR3.

Before awarding any temporary TLR the Pay Committee of the Governing Body must be satisfied that the teacher's duties include a significant responsibility that is not required of all classroom teachers and that the temporary TLR is focused on teaching and learning, requires the exercise of a teacher's professional skills and judgment and has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils.

The annual value of the individual temporary TLR will be within the range specified in the STPCD.

The duration of the fixed term TLR will be established at the time of its award and payment be monthly. Consecutive TLR3s will not be awarded for the same responsibility **unless that responsibility relates to tutoring to deliver catch-up support to pupils on learning lost during the pandemic**. Where a TLR3 is awarded for less than one year the total value will be determined proportionately to the annual value. Where a TLR3 is awarded to a part-time teacher, however, the value will not be amended to reflect the part-time hours of the teacher.

The Pay Committee of the Governing Body (after consulting the CEO) will determine the value of a temporary TLR appropriate for the post as with permanent TLRs (see above).

Before the decision is taken to offer a temporary TLR, consultation will take place with teaching staff and trade unions.

Temporary TLRs (TLR3s) are not subject to safeguarding.

7.2 SEN ALLOWANCE

The Pay Committee of the Governing Body will award SEN Allowances in accordance with the provisions of the current STPCD.

Where a SEN Allowance is to be paid, the Pay Committee of the Governing Body (after consulting the CEO/CFO) will determine the spot value of the allowance, considering the structure of the school's SEN provision and the following factors where applicable:

- whether any mandatory qualifications are required for the post;
- KMAT model job descriptions
- the qualifications or expertise of the teacher relevant to the post and
- the relative demands of the post.

In determining the spot value of a SEN Allowance, reference will be made to the relevant guidance in Section 3 of the current STPCD. Significant differences in the nature and challenge of the work entailed will be reflected in the value of the SEN Allowance awarded so that the payment level can be objectively justified.

SEN Allowances may be held at the same time as TLRs. SEN allowances will be paid pro-rata.

The Pay Committee of the Governing Body will:

- ensure that holders of SEN Allowances are not carrying out duties more appropriately undertaken by support staff
- consider whether the award of a TLR would be more appropriate if the teacher has responsibilities of sufficient 'weight' to qualify for a TLR payment
- not award / increase the value of a SEN Allowance for recruitment or retention reasons.

SEN responsibilities will be specified in the teacher's job description. Written notification of the start date, amount and reason for the award will be given at the time of the award.

7.3 UNQUALIFIED TEACHERS ALLOWANCE

KMAT school's will exercise its discretion under the relevant paragraph of the Schools Pay and Conditions Document to award an allowance to unqualified teachers where appropriate.

The Pay Committee of the Governing Body will award an allowance to an unqualified teacher where it considers, in the context of its staffing structure and this Pay Policy that the teacher has:

- taken on a sustained additional responsibility which is focused on teaching and learning and requires the exercise of a teacher's professional skills or judgement or
- qualifications or experience which bring added value to the role being undertaken.

The value of the unqualified teacher allowance will be determined in accordance with the 'weight' of the responsibilities concerned in accordance with the principles applied when awarding TLRs. Use (for benchmarking purposes) will be made of the values attached to TLRs of comparable 'weight' when determining the value of any unqualified teacher allowance and awards will accordingly be made within the ranges for TLR3s and TLR2s set out in the STPCD.

7.4 ACTING ALLOWANCE

Where a teacher is assigned and carries out the duties of a member of the leadership group but has not been appointed to a leadership role, the Pay Committee of the Governing Body in consultation with the CFO will determine whether or not an acting allowance will be paid to that teacher not more than 4 weeks from the day the duties were first assigned and carried out.

Save in exceptional circumstances, an acting allowance will be paid to a teacher carrying out the duties of a member of the leadership group (who has not been appointed to a leadership role) starting not more than 4 weeks from the day the duties were first assigned and carried out.

If the Pay Committee of the Governing Body determines that the teacher is not to be paid an acting allowance but the teacher continues to carry out the duties of the relevant leadership role (and has not been appointed to the role) the Pay Committee of the Governing Body may at any time determine that an acting allowance will be paid.

Where the Pay Committee of the Governing Body determines that an acting allowance will be paid, the teacher will be paid not less than the minimum of the pay range for the relevant leadership role and at the point within the range, the governors consider appropriate.

8.5 PERFORMANCE PAYMENTS TO SECONDED TEACHERS

Should a teacher be seconded to a senior leadership position of a KMAT School in the circumstances set out in the STPCD, the CEO/CFO and Audit and Risk Committee will determine whether to pay a performance payment to that teacher and the value of that payment in accordance with the relevant provisions of the STPCD.

8.6 ADDITIONAL PAYMENTS

KMAT School's will exercise its discretion under the relevant paragraph of the Schools Pay and Conditions Document to award 'additional payments' to teachers.

The Pay Committee of the Governing Body after consulting with the CEO/CFO will make an additional payment to a teacher other than a teacher on the leadership pay range in respect of:

- continuing professional development undertaken outside the school day (that is, outside the 1265 directed time hours for the school year 2023 in the case of full-time teachers or the

appropriate proportion of the 1265 directed time hours for the school year 2023 in the case of part-time teachers)

- activities relating to the provision of initial teacher training as part of the ordinary conduct of the school
- participation in out-of-school hours learning activity agreed between the school and the teacher (payments will only be made in respect of activities undertaken outside the 1265 directed time hours for the school year 2023 in the case of full-time teachers or the appropriate proportion of the 1265 directed time hours for the school year 2023 in the case of part-time teachers)
- additional responsibilities and activities due to, or in respect of, the provision of services by the Headteacher/Executive Headteacher relating to the raising of educational standards to one or more additional schools.

When deciding the appropriateness of awarding an additional payment, reference will be made to the relevant paragraphs in Section 3 of the current STPCD.

Payment will normally be calculated according to the time spent on the activity, on the basis that a day spent on the activity will be paid at the rate of 1/195th

Where significant additional responsibilities are being carried out, the value of the additional payments will be determined in accordance with the 'weight' of the responsibilities and with the principles applied when awarding TLRs. Use (for benchmarking purposes) will be made of the values attached to TLRs of comparable 'weight' when determining the value of any additional payment and awards will accordingly be made within the TLR ranges set out in the STPCD.

8.7 RECRUITMENT AND RETENTION INCENTIVES AND BENEFITS

KMAT schools will exercise its discretion under the relevant paragraph of the Schools Teachers' Pay and Conditions Document to award 'recruitment and retention incentives and benefits' to teachers.

The Pay Committee of the Governing Body after seeking direction from the CEO/CFO will make such a payment or provide such other financial assistance, support or benefits to a teacher as it considers necessary as an incentive for the recruitment of new teachers and the retention of existing teachers.

The Pay Committee of the Governing Body will conduct a regular [annual] formal review of any recruitment and retention awards it makes.

Where a recruitment and retention award is made, written notification will be issued to the teacher at the time of the award and state:

- whether the award is for recruitment or retention
- the nature of the award
- when / how it will be paid
- unless it is a 'one-off' award, the start date and expected duration of the award
- the review date after which it may be withdrawn
- the basis for any uplifts which will be applied

Where KMAT schools determines that a Recruitment and Retention Payment should be paid to a teacher, KMAT schools will pay a Recruitment or Retention payment to a teacher for such length of time as it is determined by the Pay Committee of the Governing.

Headteachers/Executive Headteacher will not be awarded recruitment and retention payments other than as reimbursement of reasonably occurred housing or relocation costs. Any award to a Headteacher/Executive Headteacher in relation to such housing or relocation costs will be made in accordance with the provisions of the STPCD.

9. OTHER PROVISIONS

9.1 PART-TIME TEACHERS

Teachers employed on an ongoing basis at the school but who work less than a full working week are deemed to be part-time. The Governing Body will give them a written statement detailing their working time obligations and the standard mechanism used to determine their pay (in the case of classroom teachers, by comparison with the school's timetabled teaching week for a full-time teacher in an equivalent post), in the case of part-time teachers, the number of their directed time hours, (determined by multiplying the part-time teacher's proportion of full-time by the 1265 directed time hours applicable to full-time teachers in the school year beginning in 2023) . This statement and the arrangements for part-time teachers will comply with statutory pay and working time provisions and the applicable provisions of the current STPCD.

9.2 SHORT NOTICE/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 a full working year consists of 195 days; periods of employment for less than a day being calculated pro-rata (on the basis that a full day is 6.5 hours).

9.3 SUPPORT STAFF

The school, after consulting with the CEO/CFO will select a grade for the vacant post following the LA grading structure depending on the requirement of the job description and **in line with other appointments across KMAT.**

Grade and salary will be set in accordance with the requirements and provisions of the national agreement on pay and conditions of service.

Where a salary range applies the starting salary will normally be the minimum for the grade. Where an applicant is appointed to a post with a higher maximum salary they will receive the minimum of the new grade or a starting salary one increment higher than their current salary, subject to the maximum of the grade.

There will be an annual review of salary and, subject to the maximum of the scale or any other mandatory requirements; an annual service increment will be awarded unless the service is deemed to be unsatisfactory. An increment will only be withheld if appropriate formal action has been taken to address the problem.

There is a performance review process in place for support staff.

KMAT has job descriptions and associated pay grades which apply across the Trust.

9.4 SAFEGUARDING ARRANGEMENTS

Safeguarding for Teachers will be in accordance with the provisions of the current School Teachers Pay and Conditions Document.

Safeguarding for Support Staff will be in accordance with the provisions of Safeguarding Policy, Keeping Children Safe in Education 2025, Guidance for safer working practice for those working with children and young people in education settings 2022, The Kaleidoscope Code of Conduct document.

9.5 ARRANGEMENTS FOR HANDLING APPEALS

Please see *Appendix B* of this Pay Policy of the Appeals Procedure in relation to pay decisions. This is in accordance with the requirements of the current School Teachers' Pay and Conditions Document.

9.6 COMMUNICATION

The Headteacher/Executive Headteacher (in the case of the Headteacher's/Executive Headteacher pay, the CEO) will ensure that the Trust and Pay Committee of the Governing Body has sufficient information to make pay decisions, to satisfy itself that pay recommendations are justified and fair and (with regard to teachers) that there is the necessary correlation between performance and pay and that it can defend its decisions if challenged.

The information the Pay Committee of the Governing Body receives will be the subject of discussion and agreement between the Headteacher/Executive Headteacher the CEO and will include the information that Ofsted request when they inspect a school.

Teachers will be kept informed about the process, recommendations and decisions made in connection with pay progression within their existing range and any application to progress from the main pay range to the upper pay range.

9.7 RECORDS

Where applicable, a full and accurate record of the decisions taken or recommendations made and the reasoning behind them will be kept. These records should provide a clear audit trail and demonstrate the objectiveness and fairness of the decisions that are made. Teachers should keep records of their objectives and review them throughout the appraisal cycle. Employees will have reasonable access to their own employment records.

All individuals involved in implementing the Pay Policy have a responsibility to maintain the confidentiality of personal information in their possession. All records will be kept confidential, used and retained in accordance with the General Data Protection Regulation (GDPR) and the Data Protection Act 2018.

9.8 EQUALITY

This Policy will be applied in accordance with equalities legislation and with the provisions of the school's Equality Policy. All pay decisions will comply with equal pay legislation and will be made on objective criteria. The School will not discriminate on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex,

sexual orientation and the needs of employees will be given careful consideration when operating this Policy.

In applying this Policy (and the Appraisal Policy) the school will ensure that no employee will be disadvantaged or subject to any conduct prohibited by the Equality Act in relation to any protected characteristic or disadvantaged through part-time or fixed term working. In particular, equality will be considered in relation to pay on appointment, setting objectives, assessing performance, making recommendations and decisions on teachers' pay progression, the nature / scale of pay progression and the appeals process. Reasonable adjustments will be made and account will also be taken of special circumstances such as maternity and long-term sick leave to ensure that no discrimination occurs. Further information is available in the DfE non-statutory guidance 'Implementing your school's approach to pay'.

9.9 WORKLOAD AND STAFF WELL-BEING

The procedures and processes followed under this Policy will minimize workload and be proportionate and decisions will be based on evidence. Staff well-being will always be considered. KMAT takes staff workload and wellbeing seriously and its measures to support staff are outlined in our Wellbeing Policy.

9.10 MONITORING THE IMPACT OF THE POLICY

The Trust Board 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, assure themselves that appropriate arrangements for linking pay and appraisal for teachers remain in place and continue to be applied consistently, that pay decisions continue to be objectively justified and processes are operating fairly and that the school continues to comply with equalities legislation. For further information with regard to equality monitoring please see the DfE non-statutory guidance 'Implementing your school's approach to pay'.

Consultation will take place with the staff and recognised trade unions on any proposed change to the Policy that will affect staff at the school. The Trust Board will identify and consider the budgetary implications of pay decisions and consider these in the school spending plan.

8.11 OTHER RELEVANT POLICIES/DOCUMENTS

Kaleidoscope Career Expectations Document
Job Evaluation Procedure
Leave of Absence Policy
Wellbeing Policy
Secondment Policy

8.12 RELEVANT LEGISLATION

Agency Workers Regulations 2010

Education Act 2002 and the current 'School Teachers' Pay and Conditions Order' issued under that Act

Employment Relations Act 1999

Employment Rights Act 1996 (as amended)

Equality Act 2010

Fixed Term Employees (Prevention of Less Favorable Treatment) Regulations
2002

National Minimum Wage Act 1998

Part-time Workers (Prevention of Less Favorable Treatment) Regulations 2000

School Standards and Framework Act 1998 (as amended)

Trade Union and Labour Relations (Consolidation) Act 1992 (as amended)

Working Time Regulations 1998

All our policies and guidance can be found at www.supportservicesforeducation.co.uk



Approved by Kaleidoscope Trust Board
11/09/2024

APPENDIX A THE PROCEDURE FOR HANDLING APPEALS

Teaching and support staff have the right to appeal against pay decisions.

Stage one – informal discussion with the appraiser or Headteacher/Executive Headteacher / line manager prior to confirmation of pay recommendation

1. An employee who is dissatisfied with a pay recommendation will have the opportunity to discuss the recommendation with the appraiser or Headteacher/Executive Headteacher (teachers) or their line manager (support staff) before the recommendation is actioned and confirmation of the pay decision is made by the school.

Stage two – a formal written appeal and representation hearing with the Pay Committee

2. If, having had an informal discussion, the member of staff believes that the wrong decision has been reached, he/she may follow a formal appeal process. To begin the process the employee should submit a formal appeal and send it to the Pay Committee (i.e. the Committee that made the determination) within 10 days setting down in writing the grounds for questioning the pay decision (see paragraph 1 above);

3. The employee will be given the opportunity to make representations at a formal meeting with the Pay Committee, at which the appeal will be considered.

Stage three – a formal appeal hearing with an Appeals Panel of governors

4. Should an agreed outcome not be reached the employee can have a further appeal hearing before an Appeals Panel of Governors. In the case of the Headteacher/Executive Headteacher, the appeal will be made to a panel of Trustees. The same applies to the CEO.

5. In the hearing before governors, both the employee and the management representative will have the opportunity to present their evidence and call witnesses, and to question each other. The panel is permitted to ask exploratory questions;

6 Having heard the appeal, the Panel will reach a decision, which it will relay to the employee in writing, including their rationale for reaching the decision. The Appeal Panel's decision is final and, as set out in Section 3 of the STPCD, there is no recourse to the school's Grievance Procedure.

Appeals hearings panels

7. The Panel which hears pay appeals will comprise three governors who were not involved in previous discussions regarding the employee's pay determination. Governors on appeals panels should be familiar with the school's Pay and Appraisal policies. To ensure that appeals are properly considered, the Governing Body will consider any training needs its members have, including in duties placed on the school by the Equality Act 2010 and the ACAS Code of Practice (Disciplinary and Grievance Procedures).

8. Employees appealing pay decisions are entitled to be accompanied by a colleague or representative from a trade union.

9. Pay appeals will be formally clerked and a note of proceedings should be produced.

10. Appeal hearings will normally be convened within 20 working days of receipt of a written appeal notification.

APPENDIX B PAY PANEL HEARING PROTOCOL

The protocol for the conduct of formal hearings under this Policy.

Introductions

- Chair introduces everyone, what their role is, and then outlines the order of the hearing.
- Clerk takes notes of the hearing.

The employee case

- Employee or their representative presents employee case providing any evidence to support their case including from witnesses (if any).
- Management representative has the opportunity to question the employee.
- Chair asks questions and subsequently opens the discussion to the panel.

The management case

- Management representative presents management case, providing any evidence to support their case and any witnesses.
- Employee or their representative has the opportunity to question the management representative.
- Chair asks questions and subsequently opens the discussion to the panel.

Summarising and end of hearing

- Employee or their representative sums up the employee case.
- Management representative sums up the management case.
- If appropriate, the Chair can sum up the key points on both sides.
- Chair will then end the hearing, advising the employee that they will receive the panel's decision in writing within a given timescale.

Decision-making

- Panel meet to reach their decision.
- Clerk notes main points of panel discussion and their decision.
- Panel obtains HR advice if required to inform their decision-making.

Communication of decision

- Employee is notified of decision.
- Decision and reason for the decision confirmed in writing within five working days. Where an appeal is rejected the decision should also communicate the evidence considered and the reasons for the decision.

**APPENDIX C
PAY RANGES AND ALLOWANCE RANGES 2024**

PAY RANGES AND ALLOWANCE RANGES

UNQUALIFIED TEACHER PAY RANGE		
Point	Annual Salary from September 2023	Annual Salary from September 2024
1 (minimum of range)	20,598	21,731
2	22,961	24,224
3	25,323	26,716
4	27,406	28,914
5	29,772	31,410
6 (maximum of range)	32,134	33,902

MAIN PAY RANGE		
POINT	ANNUAL SALARY FROM SEPTEMBER 2023	ANNUAL SALARY FROM SEPTEMBER 2024
1 (MINIMUM OF RANGE)	30,000	31,650
2	31,737	33,483
3	33,814	33,674

4	36,051	38,034
5	38,330	40,439
6 (MAXIMUM OF RANGE)	41,333	43,607

UPPER PAY RANGE		
POINT	ANNUAL SALARY FROM SEPTEMBER 2023	ANNUAL SALARY FROM SEPTEMBER 2024
1 (MINIMUM OF RANGE)	43,266	45,646
2	44,870	47,338
3 (MAXIMUM OF RANGE)	46,525	49,084

LEADERSHIP PAY RANGE		
POINT	ANNUAL SALARY FROM SEPTEMBER 2023	ANNUAL SALARY FROM SEPTEMBER 2024
L1	47,185	49,781
L2	48,366	51,027
L3	49,574	52,301
L4	50,807	53,602
L5	52,074	54,939

L6	53,380	56,316
L7	54,816	57,831
L8	56,082	59,167
L9	57,482	60,644
L10	58,959	62,202
L11	60,488	63,815
L12	61,882	65,286
L13	63,430	66,919
L14	65,010	68,586
L15	66,628	70,293
L16	68,400	72,162
L17	69,970	73,819
L18A	71,019	74,926
L18B	71,729	75,675
L19	73,509	77,552
L20	75,331	79,475
L21A	76,430	80,634
L21B	77,195	81,441

L22	79,112	83,464
L23	81,070	85,529
L24A	82,258	86,783
L24B	83,081	87,651
L25	85,146	89,830
L26	87,253	92,052
L27A	88,530	93,400
L27B	89,414	94,332
L28	91,633	96,673
L29	93,902	99,067
L30	96,239	101,533
L31A	97,639	103,010
L31B	98,616	104,040
L32	101,067	106,626
L33	103,578	109,275
L34	106,138	111,976
L35A	107,700	113,624
L35B	108,776	114,759

L36	111,470	117,601
L37	114,240	120,524
L38	117,067	123,506
L39A	118,732	125,263
L39B	119,921	126,517
L40	122,912	129,673
L41	125,983	132,913
L42	129,140	136,243
L43	131,056	138,265

NOTE:

- **POINTS 18A, 21A, 24A, 27A, 31A, 35A AND 39A ARE THE SALARY FIGURES FOR HEADTEACHERS AT, OR MOVING TO, THE TOP OF THEIR SCHOOL GROUP RANGE ONLY. THESE FIGURES ARE A LEGACY OF THE STPCD 2015 WHICH PROVIDED FOR NO UPLIFT TO THE MAXIMA OF THE EIGHT HEADTEACHER GROUP RANGES.**

USE IF THE SCHOOL WISHES TO CONTINUE TO USE THE CURRENT TLR VALUES AND MAINTAIN A MINIMUM DIFFERENCE IN VALUE BETWEEN TLRs OF DIFFERENT VALUE

TLR RANGES		
	ANNUAL VALUE FROM SEPTEMBER 2023	ANNUAL VALUE FROM SEPTEMBER 2024
TLR3		
MINIMUM	639	675
MAXIMUM	3,169	3,344
TLR2		
TLR2A (MINIMUM)	3,214	3,391
TLR2B	5,353	5,648
TLR2C	7,491	7,904
TLR2C (MAXIMUM)	7,847	8,279
TLR1		
TLR1A (MINIMUM)	9,272	9,782
TLR1B	11,412	12,040
TLR1C	13,553	14,299
TLR1D (MAXIMUM)	15,690	16,553

SEN ALLOWANCE RANGE		
	ANNUAL VALUE FROM SEPTEMBER 2023	ANNUAL VALUE FROM SEPTEMBER 2024
MINIMUM	2,539	2,679
MAXIMUM	5,009	5,285