



Leicestershire  
Traded Services



# Teachers' Pay Policy

## Scalford C of E Primary School

The governing body of

adopted this policy on

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It will be reviewed on

This policy applies to all Teachers and the Head Teacher based at Scalford C E Primary School and should be read in conjunction with the associated Pay Policy Guidance.

Trusted service

## 1. Scope

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- 1.1 This policy sets out the framework for making decisions on Teachers' pay. It has been developed to comply with current legislation and the requirements of the School Teachers' Pay and Conditions Document (STPCD) 2017/18 'The Document', and has been consulted on with staff and/or the recognised trade unions.
- 1.2 In adopting this pay policy the aim is to:

- 1) maximise the quality of teaching and learning at the School*
- 2) support the recruitment and retention of a high quality teacher workforce*
- 3) enable the School to recognise and reward Teachers appropriately for their contribution to the School*
- 4) help to ensure that decisions on pay are managed in a fair, just and transparent way.*

- 1.3 The Governing Body will agree the School budget annually and will ensure that appropriate funding is allocated for pay progression at all levels and in doing so recognise that funding cannot be used as a criterion to determine progression.
- 1.4 Any aspects of Teachers' pay and allowances not covered within the terms of this policy will be considered in line with The Document.

## 2. Appraisal

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- 2.1 A scheme of Appraisal for all teaching staff will be used, in accordance with the requirements of the Education (School Teachers' Appraisal) (England) Regulations 2012.

## 3. Equal Opportunities

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- 3.1 All pay-related decisions will be made to comply with relevant legislation including, as amended, the Employment Relations Act 1999, the Equality Act 2010, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000, the Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002.
- 3.2 The Governing Body will promote equality of opportunity in all areas taking account of individual circumstances e.g. absence on maternity leave or long term sickness and make adjustments where appropriate.
- 3.3 It is also important that schools are mindful of the impact of their decisions in terms of Equal Pay Legislation. Where an individual has had a successful performance management review, pay progression should be awarded.

## 4. Pay Committee

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- a. The Governing Body have established a Pay Committee in order to monitor pay decisions in this establishment. The terms of reference for the Pay Committee are attached at Appendix B. The Pay Committee have fully delegated powers to make decisions on pay progression for all teachers in the School on behalf of the Governing Body.
- b. It is the responsibility of the pay committee to:

- 1) To ensure the application of the pay policy is undertaken in a fair and consistent way.
- 2) To ensure all statutory and contractual requests are applied.
- 3) To record all decisions and report back in general to the Governing Body.
- 4) To recommend to the Governing Body the total amount of funding needed for pay progression.
- 5) To ensure knowledge of pay issues is up-to-date and make the Governing Body aware when the pay policy needs to be updated.

- c. Members of the Pay Committee should not include employee Governors.

## 5. Pay Reviews

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- a. Determination of the remuneration shall be as follows:
  - All Teachers: annually with effect from 1<sup>st</sup> September, with reviews having been conducted no later than 31<sup>st</sup> October each year
  - Head Teacher: annually, and no later than 31<sup>st</sup> December each year.
- b. All pay decisions, setting out the salary and any other financial benefits will be communicated to each member of staff in writing within 1 month of the pay determination. The Chair of Governors is responsible for notifying the Head Teacher.
- c. Reviews may also take place at other times of the year to reflect any changes in job description or other circumstances that lead to a change in the basis for calculating an individual's pay.
- d. Teachers will receive a written statement outlining the details of their pay after any review at the earliest opportunity and no later than one month after the determination.
- e. Where a pay determination leads or may lead to the start of a period of safeguarding, the Pay Committee will give the required notification as soon as possible and no later than 1 month after the date of the determination.

## 6. Appeals

- a. A teacher may seek a review of any determination in relation to their pay by the Pay Committee. The procedure for submitting an appeal is detailed in Appendix C.

## **7. Pay Range for the Headteacher**

- a. The Governing Body have identified an appropriate range of consecutive points, which will be used as the pay range for the Head Teacher.
- b. As at 1<sup>st</sup> September 2017, the range is L7 to L13, and the School group size is currently Group G1.
- c. The Head Teacher's pay range (including any additional payments), are not to exceed the maximum of the School group size by more than 25%.
- d. The performance progression of the Headteacher, will be considered by the Pay Committee on the recommendation of the Chair of Governors with advice from the External Adviser.
- e. The Governing Body will, as necessary, revise its determinations where there has been a significant change in the Head Teacher's responsibilities, and/ or a change in pupil numbers which would alter the School's group size.
- f. The Governing Body will determine a pay range for the Head Teacher, when:
  - It proposes to make new appointments,  
or
  - Where there are significant changes to the serving Head Teacher role.
- g. The Governing Body will take into account:
  - The appropriate School group size,
  - All of the permanent responsibilities of the role,
  - Any challenges specific to the role
  - Any other relevant considerations.
- h. These considerations apply to any determinations made within the leadership group after 1<sup>st</sup> September 2014.

## **8. Pay Range for Deputy Headteachers & Assistant Headteachers**

Not applicable at Scalford School but will be reviewed if circumstances change.

## **9. Pay Progression**

- a. Annual pay progression for all posts is not automatic and is subject to annual review of performance. The governing body will consider whether to award pay progression points in line with the table below and as further described in the sections below.

<i>Pay Range</i>	<i>Standard progression</i>	<i>Accelerated Progression</i>
<i>Unqualified teachers</i>	<i>1 Point</i>	Not applicable at Scalford School but will be reviewed if circumstances change.
<i>Main</i>	<i>1 Point or .5 point</i>	
<i>Upper</i>	<i>1 point after 2 consecutive successful reviews</i>	
<i>Leadership</i>	<i>1 point</i>	

## **10. Pay Progression Based on Performance: All Teaching and Leadership Posts**

- a. In this School all Teachers are subject to the annual appraisal process that recognises their strengths, informs plans for their future development, and helps to enhance their professional practice. In addition, all can expect to receive regular, constructive feedback on their performance. The arrangements for appraisals are set out in this School's Appraisal Policy.
- b. For all Teachers it will be possible for a 'no progression' determination to be made without recourse to the capability procedure or .5 point progression.
- c. Decisions regarding pay progression will be made with reference to appraisal reports and the pay recommendations they contain. In the case of NQTs, whose appraisal arrangements are different, pay decisions will be made by means of the statutory induction process.
- d. To be fair and transparent, assessments of performance will be properly rooted in evidence. In this School we will ensure fairness by:

Regular monitoring of teaching, assessment and training needs. Where a need for support is identified it will be put in place appropriately. Staff will be supported fully to ensure they have the opportunity to meet their performances targets.  
Staff meetings and regular pupil progress meetings will ensure staff have every opportunity to share progress/concerns both with their pupils and their own professional development.

- e. The evidence we will use will include:

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

- f. In this School, judgements of performance will be made against:  
Objectives and the relevant standards.

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

- For classroom Teachers; advice from the Head Teacher/senior leadership team.
- For Leading Practitioners, Senior Teacher ; advice from the Head Teacher.
- For the Head Teacher; advice from the Schools external educational adviser.

*In developing the policy on linking pay progression to performance, we consider:*

- *Whether the measures of performance will be absolute or relative or a combination of both*
- *The levels of performance that will be required for progression to be awarded*
- *How progression will be differentiated – so that the very highest performers can progress faster).*

## **11. Leadership Pay Progression**

Currently not applicable at Salford School

### **Movement to the Upper Pay Range**

#### **Applications and Evidence**

- a. Any qualified Teacher may apply to be paid on the upper pay range and all applications will be assessed in line with this policy. It is the responsibility of the individual teacher to decide whether or not they wish to apply to be paid on the upper pay range.
- b. Applications may be made at least once a year.

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

- c. If a Teacher is simultaneously employed at another School or Academy, they should submit separate applications if they wish to apply to be paid on the upper pay range in both Schools. This School will not be bound by any pay decision made by another School.
- d. Where Teachers are subject to the 2011 regulations or the 2012 regulations, the Pay Committee shall have regard to the assessments and recommendations in Teachers appraisal reports under those regulations, including any recommendation on pay (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).
- e. Applications should contain evidence from:

- the teacher is highly competent in all elements of the relevant teachers standards;

#### **AND**

- the teacher's achievements and contribution to the School are substantial and sustained.

- f. For the purposes of this pay policy:

- 'highly competent' means:

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

- ‘substantial’ means:  
*of real importance, validity or value to the School; play a critical role in the life of the School; provide a role model for teaching and learning; make a distinctive contribution to the raising of pupil standards; take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils’ learning*
  - ‘sustained’ means:  
*maintained continuously over a long period e.g. 2 School years.*
- g. The application will be assessed:  
*robustly, transparently and equitably, by the Senior Leadership team (unless in the case of a SLT member then it would be the Headteacher and Chair of Governors) This would be done in partnership with Gobs on the Pay Committee*

## Processes and procedures

- h. The assessment will be made within/by:  
*20 working days, before the applicant will receive a response to their application, or if there is a single deadline for applications, whether there will be a single date for applicants to be informed of the outcome.*
- i. If successful, applicants will move to the upper pay range from:
- *The start of academic year, which will remain the same for all successful applicants to show fairness. If there is a situation where by Teachers can start further up the range, their position on the upper pay range will be decided in a fair and consistent way based on considerations including:*
- the nature of the post and the responsibilities it entails*
- the level of qualifications, skills and experience of the Teacher*
- The Headteacher/Pay Committee/Chair of Governors will make all decisions*
- STPCD states that all pay determinations are to be effective from 1<sup>st</sup> September of each year.
- j. If unsuccessful, feedback will be provided by:  
*Head teacher and Chair of Pay Committee within 20 working days. Written feedback will be given.*
- k. Any appeal against a decision not to move the teacher to the upper pay range will be heard under the School’s Appeals Procedure.

## 12. Progression on the Upper Pay Range

- a. Teachers on the upper pay range will be awarded pay progression by:
- successfully completing two performance management/ appraisal reviews based on the expectations or teachers who have entered the Upper Pay Spine. (teaching standards for upper pay spine)

## 13. Teaching Posts Pay Ranges

- a. The pay ranges for Teaching posts, for the academic year 2017/18, are as follows:

		Salary
Unqualified Teacher Pay Range	Minima	£16,626
	Maxima	£26,295

Main Pay Range	Minima	£22,917
	Maxima	£33,824

Upper Pay Range	Minima	£35,927
	Maxima	£38,633

#### **14. Leading Practitioners Pay Ranges**

Currently not applicable at Scalford School

#### **15. Part-Time Teachers**

- a. 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 part-time teachers a written statement detailing their working time obligations and the standard mechanism used to determine their pay, subject to the provisions of the statutory pay and working time arrangements and by comparison with the School’s timetabled teaching week for a full-time teacher in an equivalent post.

#### **16. Supply Teachers**

- a. 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.

Pay at Scalford School will be determined in line with the Vale School Agreement which states that supply staff will not be paid above MP6 unless they are covering extra hours working within their own school where they are currently paid on the Upper Pay Spine on a permanent/fixed term contact basis.

#### **17. Teaching and Unqualified Teaching Posts: Basic Pay determination on Appointment**

- a. The Governing Body will determine the pay range for a vacancy prior to advertising it. In making such determinations, the Governing Body may take into account a range of factors, including:

- 1)The nature of the post
- 2)The level of qualifications, skills and experience required.
- 3)Market conditions
- 4)The wider School context.

- b. On appointment it will determine the starting salary within that range to be offered to the successful candidate.
- c. There is no assumption that a Teacher (qualified or unqualified) will be paid at the same rate as they were being paid in a previous School.
- d. The Governing Body will pay an unqualified teacher on one of the employment- based routes into teaching on the unqualified Teachers’ pay range.

#### **18. Teaching and Learning Responsibility Payment (TLR)**

- a. TLRs are awarded to the holders of posts indicated in the attached staffing structure at Appendix A, and will not be awarded to staff on the leadership scales or unqualified Teachers.
- b. Before awarding any TLR 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:

- Is focused on teaching and learning;
- Requires the exercise of a teacher's professional skills and judgement;
- Has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils; and
- Requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum;
- Involves leading, developing and enhancing the teaching practice of other staff.

TLR 2	£2667
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At this school there are currently no TLRs but if circumstances change a review of TLRs including the possible introduction of TLR 1 will take place following advice from HR.

### **19. Special Education Needs Allowance**

Note: An SEN allowance of no less than £2,106 and not more than £4,158 per annum is payable to a classroom teacher. A SEN Allowance is not paid at this school as the role is currently covered by the Headteacher.

### **20. Unqualified Teachers Allowance**

- a. The Governing Body will pay an unqualified Teacher's allowance to unqualified Teachers if the Governing Body consider their basic salary is not adequate, having regard to their responsibilities, qualifications and experience in the following circumstances: This would be on an individual basis determined at the time by the Headteacher and Pay Committee.

### **21. Discretionary Payments and Allowances**

The Governing Body will consider awarding discretionary allowances and payments in the following circumstances.

Note: Additional payments that may be made by the Governing Body and covered in STPCD are:

- **Continuing professional development**

*Teachers (not including the Head Teacher, where their pay determination has been reviewed after 1<sup>st</sup> September 2014) who undertake voluntary continuing professional development outside the School day will be entitled to an additional payment of (agreed by Governing body at the time). For the leadership team such additional payments will continue to be considered (where such determination was made prior to 1<sup>st</sup> September 2014) until such time as leadership pay scales are reconsidered.*

- **Initial teacher training activities**

*Teachers (not including the Head Teacher where their pay determination has been reviewed after 1<sup>st</sup> September 2014) who undertake voluntarily school-based initial teacher training activities will be entitled to a payment of (agreed by Governing body at the time). Activities that will attract payment include (agreed by Governing body at the time). For the leadership team such additional*

*payments will continue to be considered (where such determination was made prior to 1<sup>st</sup> September 2014) until such time as leadership pay scales are reconsidered.*

- *Teachers who undertake initial teacher training activities which are not seen as part of the ordinary running of the School will be given separate contracts of employment to cover areas of work that are not part of their substantive teaching job or contract of employment. Areas of work that will attract a payment of **(agreed by Governing body at the time)** include **(agreed by Governing body at the time)**.*

- **Out-of-School learning activities**

*Teachers (not including the Head Teacher where their pay determination has been reviewed after 1<sup>st</sup> September 2014) who agree to provide learning activities outside of the normal School hours and whose salary range does not take account of such activity will be entitled to a payment **(currently at this school no such payments exist)**.*

## **Head Teacher**

The Governing Body has determined that they will award the following additional payments to the Head Teacher. (Agreed by the Governing Body at the time of the decision).

Additional payments may be made to a Headteacher in specified circumstances as set out in STPCD 2017 (provided the Governing Body have not previously taken such circumstances into account when determining the ISR under an earlier Document), subject to a limit of 25% of the amount that corresponds to the Headteacher's pay point. In "wholly exceptional circumstances" this limit can be exceeded with the agreement of the Governing Body. The Governing Body must seek external independent advice before providing such agreement. Where the Governing body has determined the salary of a Head Teacher after 1<sup>st</sup> September 2014, any additional payment(s) should have been considered as part of that determination.

## **Recruitment and Retention Incentives and Benefits (R&R)**

The R&R allowance is the most flexible allowance available to Schools. It has no maximum value assigned to it, or a time limit on its payment and is not subject to safeguarding. The School should therefore consider how they which to utilise such an allowance for the purposes of recruiting or retaining staff. Under STPCD the allowance is not payable to the Headteacher except for any reasonable reimbursement of housing or relocation costs where agreed. It is important to prescribe the basis on which such awards could be considered and where practicable the values of those, to ensure such payments are enshrined in pay policy.

The Governing Body will consider awarding any retention incentives in the following circumstances:

- a. The Governing Body will review the level of R&R payments on an annual basis.
- b. Recruitment and retention incentives and benefits will not be made for carrying out specific responsibilities.

### **Residential Duties**

- c. The Governing Body have determined that they will not award any payments for residential duties, however extra hours will be paid for part-time staff who attend residential visits and work more hours over and above than their contracted hours 'up to a maximum of 35 hours per week as this is the standard working week.

### **Other payments**

- First Aid Allowance – £153.94 per year is not paid because all staff are fully first aid trained.

### **Discretionary Allowances and Payments to the Headteacher Leadership Team**

- d. The approach to setting pay for Headteachers will make additional payments by means of allowances largely unnecessary. The exception to this will be for temporary or irregular responsibilities or other very specific reasons which it is not appropriate to incorporate into permanent pay, such as housing or relocation costs. Such payments will be time-limited from the outset and cease when the responsibility ceases or circumstances change. Safeguarding will not apply to such payments. The total value of the salary and temporary payments made to a Head Teacher in any one year will not exceed 25% above the maximum of the group size for the School.
- e. The principles for payment of allowances for members of the wider leadership group (except lead practitioners) will be consistent with those for the Head Teacher.
- f. This approach and these principals however will only be applicable if pay setting for the leadership group has changed to reflect the new provisions, i.e. after 1st September 2017. In this School these changes have not yet been necessary and as such discretionary allowances and payments will continue until such changes are implemented.

## **22. Honoraria**

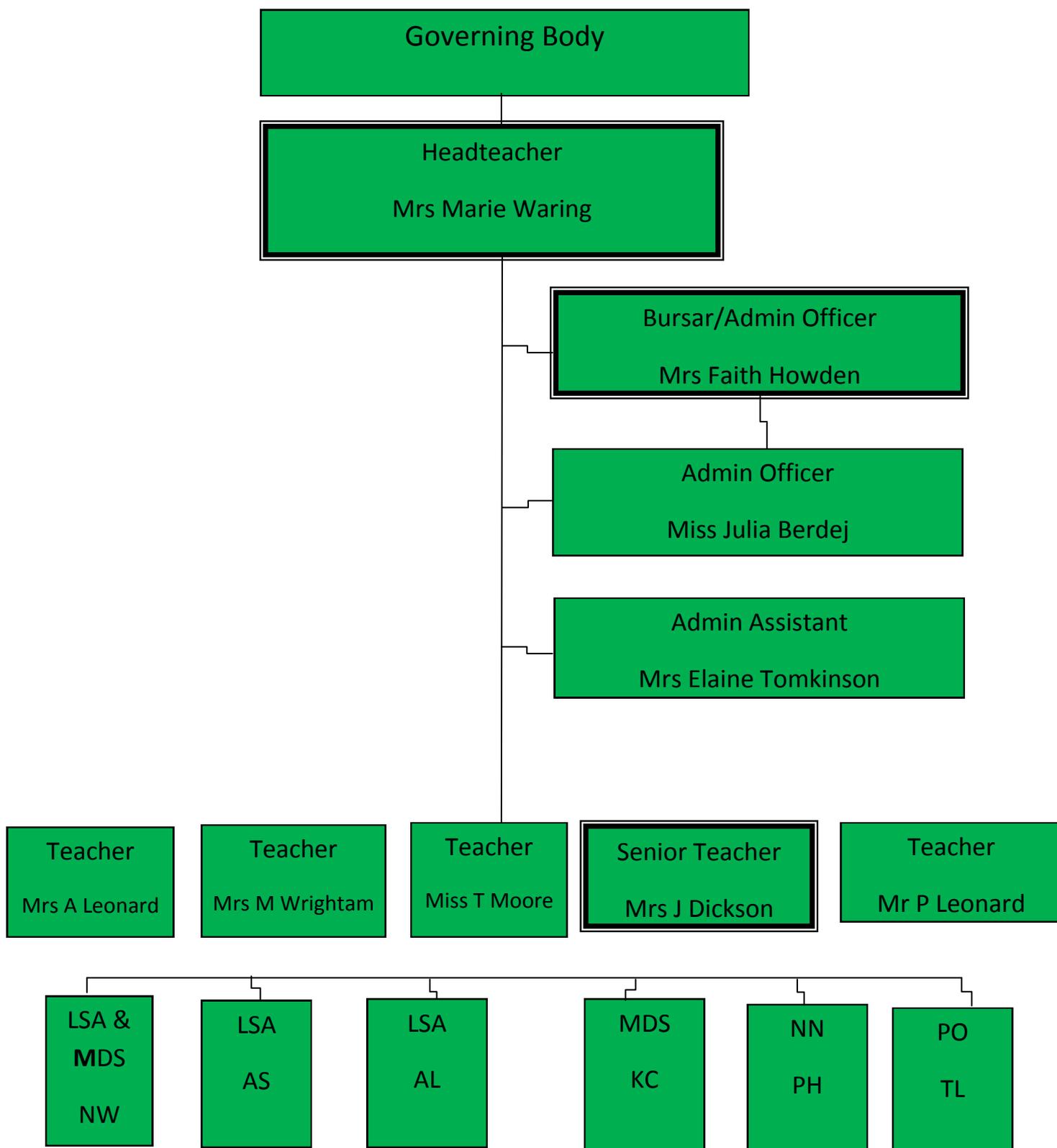
- a. The Document, and therefore this School's pay policy, does not provide for the payment of bonuses or so-called 'honoraria' in any circumstances.

## **23. Salary Sacrifice Arrangements**

- a. The Governing Body have determined that they will not provide for any salary sacrifice arrangements.

- b. **Additional Information**
- c. **Salary Determinations.** The determination of the remuneration of a Teacher (including Leadership) will be made annually with effect from 1st September.
- d. **Written Notification of Allowances and Other Payments.** The School will advise employees in writing of the determination of any allowance or other payment or amendment to such. The written notification will advise, as appropriate, on the date of commencement, termination, review, the value of any such award and whether it is to be safeguarded or not.
- e. **Pay increases arising from changes to the Document.** All Teachers are paid in accordance with the statutory provisions of the Document as updated from time to time.
- f. **Pay changes by mutual consent.** Any member of staff wishing to request a reduction in responsibility and pay should do so in writing. This request will be considered by the Pay Committee and a decision will be made taking into account the request from the teacher and the operational requirements of the School.
- g. **Monitoring the impact of the Policy.** The Governing Body (Pay Committee) will monitor the outcomes and impact of this policy on an annual basis, including trends in progression across specific groups of Teachers to assess its effect and the School's continued compliance with equalities.

## Appendix A – Scalford School Staffing Structure



Senior Management Tem

**LSA**

Learning Support Assistant

**MDS**

Mid-day Supervisor

**NN**

Nursery Nurse

**PO**

Premises Officer

## **Appendix B – Terms of Reference for the Pay Committee**

Delegation of Function:

The governing body shall establish a Pay Committee to set the Pay Policy for the school and to implement the approved Pay Policy in respect of the pay for all staff.

**Clerking:** The meeting of the Pay Committee should not be clerked by a governor, a member of the committee or the Headteacher.

**Membership** The Pay Committee shall consist of at least three named members of the Governing Body, none of whom shall be employees.

The Headteacher may attend all proceedings of the Pay Committee for the purpose of providing information and advice, but must withdraw when their own salary is being discussed.

**Quorum:** Three governors

### **Terms of Reference**

- To determine the Pay Policy for the school.
- To advise the Governing Body/Finance Committee on current and future pay level.
- To ratify appropriate salary ranges and starting salaries for Lead Practitioners, and members of the leadership group.
- To ratify annual pay progress for teachers (by 31 October at the latest) as set out in the Pay Policy, taking account of any recommendations made on the Performance Management review statement, in accordance with the approved Pay Policy.
- To approve applications to be paid on the Upper Pay Range.
- To approve annual pay progression for the Headteacher (by 31 December at the latest), taking account of the recommendation made by the Headteacher's Performance Review Panel, following the annual review.
- To determine the application of national inflationary increases as required.
- To monitor and report to the full Governing Body on the annual pattern of performance pay progression at each level and the correlation between pay progression, quality of teaching and outcomes for pupils.

## **Appendix C – School’s Appeals Procedure**

*The arrangements for considering appeals are as follows:*

*At the formal stage of the appeals procedure the teacher has the right to put their case to the Governing Body appeal panel and is entitled to be accompanied by a colleague / trade union representative*

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

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

*The order of proceedings is as follows:*

- 1) The teacher is informed of the pay recommendation to be made to the pay committee and where applicable the basis on which the decision was made.*
- 2) If the teacher is not satisfied, he/she should seek to resolve this by discussing the matter informally with the Head Teacher.*
- 3) Pay recommendations should be made to the pay committee to make pay determinations.*
- 4) Pay decision is confirmed in writing.*
- 5) Where the teacher is still dissatisfied, they may follow a formal appeal process.*
- 6) The teacher should set out in writing the grounds for appeal and send it to the individual (or committee) who made the determination, within 10 working days of the notification of the decision of the pay committee or of the outcome of the discussion referred to above.*

*The appeal will be considered by an appeals committee in accordance with the School’s Appeals Procedure. The appeal’s committee will comprise of different members to the original pay committee.*

*[Refer to Appeals Procedure.]*

## **Addendum to Template Pay Policy**

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

### EXAMPLES OF APPROACHES TO PAY PROGRESSION BASED ON PERFORMANCE

#### Example 1 – Absolute performance measures

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

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

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

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

#### Example 2 – Relative performance measures

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

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

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

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

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

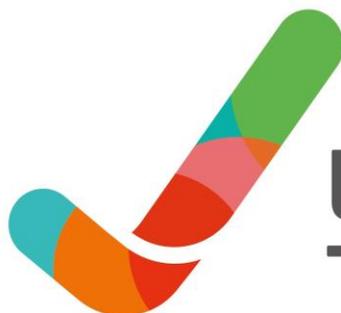
### Example 3 – Combination of absolute and relative performance measures

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

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

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

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



# Leicestershire Traded Services

### **General Enquires**

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Email: [hrservices@leics.gov.uk](mailto:hrservices@leics.gov.uk)  
Web: [www.leicestershiretradedservices.org.uk](http://www.leicestershiretradedservices.org.uk)  
Twitter: @LeicsSchools

### **Direct Queries**

Mary Robson, External Team Manager  
Phone: 0116 305 5702  
Mobile: 07730 582743  
Email: [mary.robson@leics.gov.uk](mailto:mary.robson@leics.gov.uk)

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