



**PAY POLICY OF WAVERLEY EDUCATION FOUNDATION TRUST
(Incorporating Waverley School and Waverley Studio College)**

**ADOPTED BY THE WAVERLEY EDUCATION FOUNDATION MEMBERS
ON 10th October 2017**

**THE CURRENT STAFFING STRUCTURE APPROVED BY THE MEMBERS
IS APPENDED**

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 Teacher's Pay and Conditions Document.

The aim of the Waverley Education Foundation Trust (WEF) is to:

- Maximise the quality of teaching and learning at the school
- Support the recruitment and retention of a high quality teacher workforce
- Enable the Trust to recognise and reward teachers appropriately for their contribution to the Trust
- Help to ensure that decisions on pay are managed in a fair, just and transparent way.

Final pay decisions at this Trust are ratified by the Members.

1. Introduction

- 1.1 The Members have adopted this policy following consultation with employees in the school and the school-based representatives of the recognised teacher trade unions and associations. It will review the policy annually in similar consultation. The policy meets the requirements of the School Teachers' Pay and Conditions Document, has regard to the statutory guidance accompanying the Document, and conforms to the Trusts' salary scales and conditions of service for support staff.
- 1.2 The Members will ensure that all employees are made aware of the existence of this policy and have ready access to a copy of it. In particular it will ensure that arrangements are made to draw the attention of employees to relevant dates within the policy, to prevent any employee being disadvantaged by ignorance of the date by which an application relating to pay should be submitted. It will publish the policy through its scheme of publication in accordance with the Freedom of Information Act 2000.
- 1.3 The Members delegates the implementation of this policy to the Performance & Remuneration Committee (hereinafter referred to as

the 'pay committee'), with the exception of recommending to the Members whether a teacher at the school who applies to be paid on the upper pay range should be paid on that range and determining the salaries of newly appointed employees in accordance with this policy, both of which are delegated to the Executive Principal. The Executive Principal is also asked to appraise the performance of other teachers on the leadership spine, and make recommendations on their pay progression to this Committee. The Members will delegate the implementation of performance management and pay progression for support staff to the Executive Principal.

2. Guiding principles

2.1 The Members recognise national and local agreements on pay and conditions of service but it must also take account of the overall needs of the Academies. The Waverley Education Foundation's pay policy will be based on the following key principles:-

2.2 Legal obligations

The Waverley Education Foundation acknowledge that it must comply with the law, including not only general employment law but also the specific provisions of educational legislation, in particular the School Staffing Regulations, the School Teachers' Pay and Conditions Document and regulations relating to qualifications and specified work.

2.3 Equal opportunities

The Waverley Education Foundation is firmly committed to equal opportunities for all employees and will comply with relevant legislation. It will monitor the outcomes of pay decisions, including the extent to which different employees may progress at different rates, to ensure the Academy's continued compliance with equalities legislation.

2.4 Commitment to employees

The Waverley Education Foundation recognises that the employees of the Academy are the Academy's most important asset and values their commitment, support and goodwill. The Waverley Education Foundation wishes to use its pay policy to assist with the recruitment and retention of employees through:

- recognising that decisions about pay should be fair, justifiable, open, objective, accountable and within agreed policies and procedures
- maintaining a grading structure within the Academy that reflects the levels of responsibility that employees undertake and provides career development opportunities
- working to maintain harmonious relations with employees

- helping employees understand their roles and responsibilities under this pay policy.

2.5 Academy development and improvement plans

The Members will ensure that its policy is consistent with the school's development and improvement plans and will use it in implementing those plans.

2.6 Advice

The Members will take account of National policies and advice on pay and remuneration.

2.7 Appraisal and pay

The Members will ensure that appropriate arrangements for linking its appraisal policy and this pay policy are in place, can be applied consistently and that its pay decisions can therefore be justified objectively. It will ensure that it makes funds available to support pay decisions taken in accordance with this pay policy.

2.8 Annual pay awards

The Members will add the annual pay award to the minimum and maximum of all pay ranges, and to all pay progression points in all pay ranges. It will also add the annual pay award to allowances for special educational needs, teaching and learning responsibility payments, and the hourly rate used for payment for out-of-school hours learning activity.

3. Staffing structure

3.1 As required by the School Teachers' Pay and Conditions Document, when determining the remuneration of a teacher the Members will have regard to this pay policy and to the teacher's particular post within its staffing structure.

3.2 The Academy's staffing structure will be reviewed annually in relation to the school's development and improvement plans and equal pay legislation. A review will cover in particular:

- the grading structure within the Academy in relation to the levels of responsibility undertaken by staff and the grading of similar jobs elsewhere in the Trust, with particular reference to the provisions of the 'Single Status' scheme for support staff in schools;

- salary differentials;
 - the method of advertising promotion/additional responsibilities within the Academy or across the Trust.
- 3.3 All opportunities for promotion, permanent or temporary, will be advertised to all staff (other than in a re-organisation, when as part of the consultations it may be agreed that vacancies will be advertised to displaced employees only in the first instance).
- 3.4 Particular care will be taken to ensure that part-time and temporary staff have the same levels of pay as would be attached to similar responsibilities or work of equal value undertaken by full-time and permanent staff and that temporary contracts are offered only in compliance with the appropriate statutory regulations.
- 3.5 Where a standard job description is used the recommended Trust agreed salary grade will be attached to the job.
- 3.6 Where the responsibilities and salary grading of one particular job are reviewed the implications for other jobs in the Trust will be considered to ensure that account is taken of the impact of additional responsibilities on all staff. Equally, account will be taken of the equal pay implications.
- 3.7 The Executive Principal will review all job descriptions annually. Job descriptions will be revised as and when appropriate through consultation between the Executive Principal and individual employees. Where there are any significant changes to the job description the implications for the grading of the job will be considered.
- 3.8 Additional responsibilities undertaken on a temporary basis, whether for a particular task, or to cover for an absence or vacancy, will be rewarded by additional payment in accordance with the relevant national pay scales having regard to the level of additional responsibility undertaken and advice on honoraria (for support staff only) and temporary arrangements to act during a vacancy or absence. In particular Members will comply with the statutory requirements relating to acting allowances for persons acting, as distinct from temporarily appointed, as Executive Principal, Head of School or Assistant Principal. It recognises that employees have the right to decline to act up to a higher graded post, apart from the requirement on Head's of School, if the Executive Principal is absent from the Academy, to undertake the professional duties of the Executive Principal to the extent required by the Executive Principal or the Members.

4. Annual determination of salary (teachers)

4.1 As required by the School Teachers' Pay and Conditions Document the committee, on behalf of the Members, will determine the salary of each teacher annually with effect from 1st September. This review will be undertaken by the dates set out below and the committee will ensure that the teachers are notified in writing of the outcome, showing the details specified in the Document, including the point on the pay scale, any allowances and any special payments or benefits.

4.2 The pay committee will aim to complete the annual determination of teachers' pay by 31st December (31st December in the case of Executive Principals). In order for the committee to complete the annual determination of salaries of teachers by 31st December, there will be other dates by which representations or applications should be made. The dates for the current school year are set out below and will be published to all teachers. Teachers should know what the Executive Principal intends to recommend to the pay committee and it is helpful for them to make representations as early as possible if they disagree with the Executive Principal's recommendations, starting of course with a discussion with the Executive Principal.

- **date by which any teacher wishing to make representations about the annual determination of salary should notify the Executive Principal or by 9th November 2018**
- **date of the committee meeting(s) for reviewing performance of teachers on the leadership spine and for the annual determination of the salaries of all other teachers 15th November 2018**
- **date by which the Executive Principal as appropriate will send a written statement of salary to every teacher in the school as required by the School Teachers' Pay and Conditions Document week commencing 21st January 2019.**

Where a teacher wishing to make representations to the committee is absent, for reasons such as sick leave or maternity leave, arrangements will be made in consultation with the teacher (having regard to the Trust's adopted guidance on contact with employees absent on sick leave) and may be outside the dates published by the committee for the generality of teachers in the Academy.

Written statements of salary will also be sent in relation to any subsequent changes in salary during the year. Pay statements will include the information specified in the Government's model pay statements, including details of salary safeguarding where applicable as set out in the School Teachers' Pay and Conditions Document.

5. Policy on salary points within the main pay range, upper pay range, pay range for leading practitioners and pay range for unqualified teachers

- 5.1 The Members expect the Executive Principal to define the appropriate pay range(s) for a vacant post before advertising it. Mindful of the need for equality and best recruitment practice the Members expect a vacancy for a classroom teacher to be advertised as available on both the main pay range and the upper pay range. For non-teaching staff to the equivalent scale as recommended under the single status recommendations.
- 5.2 The Members have adopted the former six points on the main pay scale as the only reference points on the main pay range for teachers'. The point for an individual teacher will be determined in accordance with the criteria set out in this policy.
- 5.3 The Members have adopted the former three points on the upper pay scale as the only reference points on the upper pay range for teachers'. The point for an individual teacher will be determined in accordance with the criteria set out in this policy.
- 5.4 The Members have adopted the former six points on the unqualified pay scale as the only reference points on the unqualified teacher pay range. The point for an individual teacher will be determined in accordance with the criteria set out in this policy.
- 5.5 Leading Practitioners will be paid on an individual post range determined by the Members within the pay range for Leading Practitioners. Each individual post range will use five consecutive points equivalent to the pay points on the former pay spine for Advanced Skills Teachers and will be established within the staffing structure appended to this pay policy. The point for an individual teacher will be determined in accordance with the criteria set out in this policy.
- 5.6 The Members will increase each point on all pay ranges by the annual pay award for school teachers.

6. Salaries of classroom teachers

- 6.1 The Committee will determine the salary for individual classroom teachers on appointment or promotion and at annual review in accordance with the current School Teachers' Pay and Conditions Document, this pay policy, the approved school staffing structure, and in the light of the advice and the recommendations of the Executive Principal.

Progression on the main pay range

6.2 In accordance with the provisions of the School Teachers' Pay and Conditions Document, the decision whether to award pay progression will be related to the teacher's performance as assessed only through the Trust's appraisal policy and process and a recommendation will be made in writing as part of the teacher's appraisal report as required by the Appraisal Regulations. Where appropriate, in the case of a teacher who has recently joined the Trust, the appraisal report from the previous school will be used. If, as shown in the appraisal report or by the assessment at the end of a teacher's statutory induction, the teacher meets the Teachers' Standards and, subject to extenuating circumstances, the objectives set in respect of his or her role and responsibilities, that teacher will be deemed to have maintained good performance and, unless already at the maximum of the range, will be recommended to the Members pay committee for progression, with effect from 1st September after the school year on which their appraisal is based, to the next reference point on the main pay range as established under paragraph 5.2 of this policy. As required by the School Teachers' Pay and Conditions Document, continued good performance as defined by this pay policy should give a classroom teacher an expectation of progression to the top of their pay range. Teachers will be deemed to have maintained good performance and to have met the Teachers' Standards unless written evidence is provided to the contrary as soon as possible during the appraisal process.

- In this Trust, judgements of performance will be made against the extent to which teachers have met their individual objectives and the relevant standards and how they may have contributed to the following:
 - Impact on pupil progress
 - Impact on wider outcomes for pupils
 - Improvements in specific elements of practice, such as behaviour management for lesson planning
 - Impact on effectiveness of teachers and other staff
 - Wider contribution to the work of the academy

Teachers will be eligible for pay progression of one point. The highest performing teachers will be able to make quicker progress up the pay range by one additional point in any one year – 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 assessed as outstanding.

Outstanding performance and to have met the Teachers' Standards. Unless written evidence is provided to the contrary as soon as possible during the appraisal process.

Applications to be paid on the upper pay range

- 6.4 Teachers may apply to be paid on the upper pay range with effect from 1st September when they consider that they meet the criteria specified in the School Teachers' Pay and Conditions Document. On rare occasions, in the light of their appraisal report, they may do so before they reach the maximum of the main pay range.
- 6.5 Applications from teachers within the Academy to be paid on the upper pay range will be considered during the annual determination of salaries. The written application should be submitted to the Executive Principal by 9th November 2018. The Executive Principal will assess the application in relation to the criteria set out in the School Teachers' Pay and Conditions Document and make a recommendation to the pay committee. If the application is approved by the pay committee on the recommendation of the Executive Principal, the teacher will be transferred to the minimum of the upper pay range from the 1st September after the school year on which their appraisal is based.
- 6.6 When making a recommendation to the pay committee on a teacher's application to be paid on the upper pay range, the Executive Principal will consider the two most recent appraisal reports on the assessment of the teacher's performance under the Appraisal Regulations. Where appropriate, in the case of a teacher who has recently joined the school, the appraisal report from the previous school will be used. The assessment should show that the teacher's performance meets the criteria for the upper pay range in the School Teachers' Pay and Conditions Document.
- The criterion of 'highly competent in all elements of the relevant standards' will be defined in this Trust as teaching performance which meets all elements of the Teachers' Standards and in addition the post-threshold standards.
 - The criterion of 'substantial' will be interpreted as a significant contribution to improving standards of teaching and learning for other staff, through sharing and disseminating knowledge and skills by coaching, mentoring, demonstrating and curriculum development activities. The purpose of this contribution is to help those teachers improve the outcome for pupils, but the teacher providing the support cannot be held accountable for the learning of pupils in the classes taken by other teachers.
 - The criterion of 'sustained' will be interpreted as maintaining these contributions over at least two years.

Teachers will be deemed to have maintained good performance and to have met the Teachers' Standards and post-threshold standards unless written evidence is provided to the contrary as soon as possible during the appraisal process.

Progression on the upper pay range

6.7 In accordance with the provisions of the School Teachers' Pay and Conditions document, the decision whether to award pay progression will be related to the teacher's performance as assessed through the school's appraisal arrangements and a recommendation will be made in writing as part of the teacher's appraisal report as required by the Appraisal Regulations. Where appropriate, in the case of a teacher who has recently joined the school, the appraisal report from the previous school will be used. If, as shown in that report, a teacher on the upper pay range:

- continues to meet the Teachers' Standards and post threshold standards and, subject to extenuating circumstances, objectives set under the Appraisal Regulations in relation to his or her role and responsibilities;
- continues to grow professionally;
- and makes a contribution to the Academy/Trust which is substantial (interpreted as a significant contribution to improving standards of teaching and learning for other staff, through sharing and disseminating knowledge and skills by coaching, mentoring, demonstrating and curriculum development activities - the purpose of this contribution is to help those teachers improve the outcome for pupils, but the teacher providing the support cannot be held accountable for the learning of pupils in the classes taken by other teachers);

that teacher will be deemed to have maintained good performance and will be recommended to the Waverley Education Foundation's pay committee for progression if the contribution has been maintained for **two years** since the teacher was last moved from one point to another on the upper pay range as established under paragraph 5.3 of this policy, subject to the maximum of the range.

Teachers will be deemed to have maintained good performance and to have met the Teachers' Standards and post-threshold standards unless written evidence is provided to the contrary as soon as possible during the appraisal process.

As required by the School Teachers' Pay and Conditions Document, continued good performance as defined by this pay policy should give a classroom teacher an expectation of progression to the top of their pay range.

Appointment of support staff/teachers from other maintained and state schools and elsewhere

- 6.8 The Trust will specify the pay range(s) in the advertisement.
- 6.9 For teachers on the main pay range as specified in paragraph 5.2, the Trust will apply its previous pay policy on starting salaries. The Trust will combine teaching in a maintained school with teaching outside the maintained sector when calculating years of previous teaching experience.
- 6.10 Starting salaries on the main pay range will therefore be assessed as follows, provided that in each case the experience has not been taken into account already in the teacher's/support staff salary:
- Matching the point on the pay scale/upper pay scale for teacher's to which that teacher/support staff was entitled to in their previous employment in a maintained school or local authority teaching service in a similar previous role, unless a higher salary is applicable under the other provisions of this policy listed below.
 - Teaching as a qualified teacher in a maintained school or the other categories of teaching employment specified in the 2012 School Teachers' Pay and Conditions Document (i.e. teaching in a MOD school, as a recognised qualified teacher in the European Economic Area) will count for one point on the main pay range if the teacher was employed for 26 calendar weeks in a year.
 - If the teacher was employed for fewer than 26 calendar weeks, the weeks completed will be added to other relevant teaching experience (such as that with an academy, free school, private teaching agency, sixth form college, further education college, higher education, school overseas, city technology college, independent school). This combined experience will count for one point on the main pay range for each 195 teaching days.
 - If the teacher has had other experience involving work with young people, such as youth work, a year of such experience will count for one point on the main pay range.
 - If the teacher has other experience which the Members consider of value to the performance of the teacher's duties three years of such experience will count for one point on the main pay range, subject to a maximum determined by the Members of 1 point in this Trust.
- 6.11 For jobs on the upper pay range, or for jobs on either the main pay range or the upper pay range, the Trust will match the salary point of a teacher who is already paid on the upper pay range or who meets the definition of 'post-threshold teacher' in the School Teachers' Pay and Conditions Document.

Short-notice or daily rate ‘relief’ teachers

- 6.12 Short-notice or daily rate relief teachers will be paid in accordance with the School Teachers’ Pay and Conditions Document. Salary will be assessed as for a regular teacher.

Allowances etc. for classroom teachers

- 6.13 For all classroom teachers, whether paid on the main pay range or the upper pay range the Committee will exercise its discretion in relation to remuneration for extra responsibilities, including those for pupils with special educational needs, as follows:

Teaching and learning responsibility payments and special educational needs allowances

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| Allowances available for classroom teachers on the main pay scale or the upper pay scale | Exercise of discretionary powers |
| Teaching and learning responsibility payments | <p>The values of teaching and learning responsibility payments awarded in this school will be:</p> <p>TLR 1 £7,449 - £12,601*</p> <p>TLR 2 £2,666 - £6,449*</p> <p>TLR 3 £529 - £2,630*</p> <p>(* September 2017 WEF rates – subject to change with September 2018 WEF rates)</p> <p>Each year the Members will increase the value of these payments by the mandatory percentage (if such a salary award has been made by the Government) to ensure that new appointments are paid on the same level as teachers already in post.</p> <p>The discretion to award teaching and learning responsibility payments will be exercised having regard to the Academy’s staffing structure (appended) and the plan for implementing that structure and in accordance with the criteria specified in the School Teachers’ Pay and Conditions Document and associated statutory guidance. The Document specifies that the payments for TLR1 and TLR2 may be awarded to a teacher for</p> |

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| | <p>undertaking a significant responsibility not required of all teachers in the context of its staffing structure and meeting specified criteria. It also provides that payments at level 1 can only be made if the teacher's significant responsibility includes "line management responsibility for a significant number of people". The Document also requires the Members to include in its statement of the determination of salary the annual value of the award, the nature of the significant responsibility for which it is awarded, and, if the award is temporary, the date on which as well as any circumstances in which (if occurring earlier than that date) it will come to an end.</p> <p>The discretion to award TLR3 on a fixed-term basis will be exercised on clear criteria only when the Members identifies a time-limited school improvement project or one-off externally driven responsibility which does not come within the role and responsibilities of an existing post in the school. After appropriate consultation, the Members will amend the staffing structure temporarily with the addition of the TLR3. The Members will determine the value and duration of the TLR3 in advance within the statutory limit.</p> |
| <p>Special educational needs allowances A SEN allowance of no less than £2,106 and no more than £4,158 (September 2017 rates – subject to change with September 2018 rates) per annum is payable to a classroom teacher in accordance with the School Teachers' Pay and Conditions Document paragraph.</p> <p>The Trust will award a SEN allowance to a classroom teacher-</p> <p>(a) in any SEN post that requires a mandatory SEN qualification;</p> <p>(b) in a special school;</p> | <p>The Members will apply its policy on the values of special educational needs allowances as required by the Document having regard to the following policy of the authority for centrally managed teachers:</p> <p>“The Trust will award a special needs allowance to those centrally managed teachers specified in the School Teachers' Pay and Conditions Document. The level of the allowance within the range in the Document will be as follows:</p> <p>For new appointments to centrally managed teaching services the minimum of the range. If the post requires a mandatory qualification which the teacher holds or if the teacher has obtained an additional qualification from a list approved by the Trust as relevant to the post the teacher will be awarded an allowance at the maximum of the range”.</p> |

(c) who teaches pupils in one or more designated special classes or units in a school or, in the case of an unattached teacher, in a local authority unit or service;

(d) in any non-designated setting (including any PRU) that is analogous to a designated special class or unit, where the post -

(i) involves a substantial element of working directly with children with special educational needs;

(ii) requires the exercise of a teacher's professional skills and judgement in the teaching of children with special educational needs; and

(iii) has a greater level of involvement in the teaching of children with special educational needs than is the normal requirement of teachers throughout the school or unit within the school or, in the case of an unattached teacher, the unit or service.

25.3 Where a SEN allowance is to be paid, the relevant body must determine the spot value of the allowance, taking into account the structure of the school's SEN provision and the following factors-

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| <p>(a) whether any mandatory qualifications are required for the post;</p> <p>(b) the qualifications or expertise of the teacher relevant to the post; and</p> <p>(c) the relative demands of the post.</p> | |
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7. Additional payments

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| <p>Criterion for additional payments for qualified classroom teachers and teachers on the leadership spine</p> | <p>Exercise of discretionary powers</p> |
| <p>Recruitment and retention benefits</p> <p>The Members acknowledge that from 1st September 2014 there are restrictions on the kind of recruitment or retention benefit it can award to a Executive Principal, Principal, Head of School or assistant Principal. It can award a recruitment or retention benefit to a Executive Principal, Head of School or assistant Principal only “as reimbursement of reasonably incurred housing or relocation costs”.</p> <p>The conditions of service for teachers within the Waverley Education Foundation include a scheme for assistance with removal expenses incurred by teachers new to the</p> | <p>A recruitment and retention benefit in accordance with a list approved by the Members annually will be awarded for a period of 1 year subject to review on anniversary date and will be paid at the end of the specified period to match the current salary of a teacher selected fairly for appointment who otherwise would not accept appointment to the Academy</p> |

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| <p>authority's service, subject to a maximum of £400 including VAT</p> <p><i>From September 2016 the Academy may consider adopting a salary advance scheme as an incentive to recruitment or retention</i></p> | |
| <p>Initial training of teachers</p> <p><i>From 1.9.2015 this discretion cannot be applied to Executive Principals, but a temporary payment can be made under paragraph 10 of the Document</i></p> | <p>The discretion to remunerate teachers for responsibilities in the initial training of teachers will be exercised having taken account of the Government's statutory guidance and in accordance with a list approved by the Members annually.</p> |
| <p>Continuous professional development</p> <p><i>From 1.9.2015 this discretion cannot be applied to Executive Principals</i></p> | <p>Having regard to the workload of teachers and equal opportunities, the Members will compensate teachers (at 1/195 of the annual salary of the teacher for each full day of training) for voluntary attendance at in-service training in evenings, at weekends or in school holidays where that training is approved in accordance with the school's policy on continuous professional development and the individual needs of the teacher and on the understanding that a teacher will not be disadvantaged by choosing instead to undertake such training during school hours.</p> |
| <p>Out-of-school hours learning activity</p> <p><i>From 1.9.2015 this discretion cannot be applied to Executive Principals</i></p> | <p>Having regard to the workload of teachers and equal opportunities, the Members will exercise its discretionary powers under the School Teachers' Pay and Conditions Document having regard to the guidance issued by the local authority</p> |
| <p>Additional responsibilities and activities due to, or in respect of, the provision of services relating to the raising of educational standards to one or more additional schools</p> <p><i>From 1.9.2015 this discretion cannot be applied to Executive Principals, but a</i></p> | <p>The Members will exercise this discretionary power under the relevant paragraph of the School Teachers' Pay and Conditions Document as appropriate</p> |

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| <i>temporary payment can be made under paragraph 10 of the Document</i> | |
| Residential (residential schools) duties special | In exercising its powers under the School Teachers' Pay and Conditions Document the governing Members will follow the provisions of the Joint Negotiating Committee for Teachers in Residential Establishments |

8. Salaries of Executive Principals, Head of School, Assistant Principal, Associate Assistant Principal, Directors of Learning, Phase Leaders and leading practitioners

8.1 The salaries of the Executive Principal, Head of School, Assistant Principal's and any other leadership posts, will be reviewed annually as required by the School Teachers' Pay and Conditions Document. There will be a procedure and timetable for the annual review giving the option of personal appearance before the committee, with the option to be accompanied by a representative if the teacher so chooses. For all members of the leadership group written notification will be given not only of the salary determined under the Document but also of the performance objectives agreed or set under the Document and which will be reviewed as part of the next annual salary determination.

8.2 The pay ranges which the Members are required to set for Executive Principals and other members of the leadership group by the School Teachers' Pay and Conditions Document will follow the rules in that Document and reflect the responsibilities of the job in addition to the size of the Academy, any other factors specified in the Document and the advice issued annually by the DFE on the salaries of Executive Principals and other members of the leadership spine. The Members will record the reasons for the levels of the pay ranges set. The Members will continue to use the former leadership spine points as the minima and maxima of pay ranges and for pay progression within pay ranges. It will continue to establish **seven consecutive points** for the pay range of the **Executive Principal** and **five consecutive points** for the pay ranges of **Head of School, Assistant Principal, Associate Assistant Principal, Directors of Learning and Phase Leaders**

8.3 If the Executive Principal, Head of Schools and any Assistant Principal(s) have been given additional responsibilities the committee will consider whether there have been corresponding additions to the duties and responsibilities of other staff in the Academy and the consequences for the school's statutory staffing structure, including temporary, acting payments.

8.4 If the Members agree (having regard to the workload implications for all employees in the Academy) that the Executive Principal, or any other

teacher, is to work for part of his or her time temporarily in another school as part of a contract between the two schools (and as distinct from the teacher being granted special leave of absence to take the opportunity of temporarily working elsewhere in cases when the Members do not provide services to that other establishment or organisation), the Members will follow the special provisions of the School Teachers' Pay and Conditions Document according to the kind of work to be undertaken. It will retain responsibility for the entire remuneration of the Executive Principal and/or other teachers, will record the arrangements in writing with the employees concerned and will enter into a written service agreement with that other school (or contract for service in the case of an academy), including agreed charges for the services provided, in accordance with legal advice from its personnel service provider.

8.5 The individual post range for leading practitioners will be determined according to the duties and responsibilities of the post and in accordance with paragraph 5.5 of this policy.

9. General provisions applicable to teachers and short-notice teachers

9.1 The Members recognise that it has no powers to remunerate teachers other than those specified in the School Teachers' Pay and Conditions Document.

9.2 The Members acknowledge that part-time teachers are entitled to the appropriate proportion of the remuneration (including allowances) which they would receive if full-time, that proportion corresponding to the proportion of the school timetabled teaching week for which the teacher is employed as a school teacher and for any additional hours which the teacher may agree to work from time to time at the request of the Executive Principal in accordance with the Document and statutory guidance.

10. Unqualified teachers

10.1 For jobs on the unqualified pay range, the Trust will apply its previous pay policy on starting salaries for the former unqualified pay scale, with the exception that it will now combine teaching in a maintained school with teaching outside the maintained sector when calculating years of previous teaching experience. With regard to appointments of new unqualified teachers therefore the Members will continue to use its discretion to award points above point 1 as follows:

- one point for each year of teaching service (whether in maintained schools or otherwise) or other directly relevant experience, e.g. youth work
- one point for every three years of other experience which the members considers of value to the performance of the unqualified

teacher's duties, but only if it has not been recognised previously, also to a maximum determined by the Members of 1 point.

- 10.2 The Members will recognise the responsibilities of these teachers under the Education (Specified Work) (England) Regulations 2012, as amended. Where appropriate and on the recommendation of the Executive Principal, the Members may decide to pay a special allowance in accordance with the criteria set out in the Document. The value of such an allowance will be 1 point.
- 10.3 In accordance with the provisions of the School Teachers' Pay and Conditions Document, the decision whether to award pay progression will be related to the teacher's performance as assessed through the Academy's appraisal policy and process and a recommendation will be made in writing as part of the teacher's appraisal report as required by the Appraisal Regulations. Where appropriate, in the case of a teacher who has recently joined the Academy's, the appraisal report from the previous school will be used. If, as shown in that report, the teacher meets the Teachers' Standards and objectives in respect of his or her role and responsibilities, that teacher will be deemed to have maintained good performance and, unless already at the maximum of the range, will be recommended to the pay committee for progression, with effect from 1st September, to the next reference point on the unqualified teacher pay range as established under paragraph 5.4 of this policy. As required by the School Teachers' Pay and Conditions Document, continued good performance as defined by this pay policy should give unqualified teachers an expectation of progression to the top of their pay range. Unqualified teachers will be deemed to have maintained good performance and met the Teachers' Standards unless written evidence is provided to the contrary as soon as possible during the appraisal process.
- 10.4 The Members will pay teachers on the employment-based teacher training scheme (as defined in the Education (Specified Work) (England) Regulations 2012 as amended) as unqualified teachers

11. Support staff

- 11.1 Remuneration for the responsibilities of the job will be determined when selecting the salary grade for the job as part of the staffing structure for the school. The Members recognises that community, community special, nursery and voluntary controlled schools are required to use a salary grade applicable in relation to employment with the Trust and such as the Members consider appropriate. In selecting the salary grade the Members will have regard to the job description and to the advice of the salary grades attached to the School Single Status Package. The members will arrange for any new job not matching a generic post to be evaluated in accordance with the Job Evaluation Scheme. The Members note that any deviation from the recommended grades may lead to Equal Pay claims.

- 11.2 The Members will follow the recommended grades for generic jobs.
- 11.3 The Members will determine the starting salary of new employees in accordance with the Single Status provisions. Subsequent incremental progression will also be in accordance with the Single Status provisions.
- 11.4 'Acting up' on a temporary basis at the direction of the Members (or of the Executive Principal acting on the Members behalf) will be recognised where appropriate by the payment on a higher salary grade for the period in question. Additional responsibilities not equivalent to a higher graded post but nonetheless exceeding the role expected in the employee's substantive grade may be recognised by an honorarium as specified in the single status package.
- 11.5 The Members of the Trust do not remunerate support staff outside the provisions
- 11.6 Support staff may make representations about individual salary grades at any time. The Members expect representations to be made to the Executive Principal in the first instance, but subsequently representations may be made to the pay committee, with a right of appeal to the appeals committee as set out below. Grievances about equal pay are dealt with under the separate procedure

12. Job descriptions

- 12.1 Deploying and managing all teachers and support staff and allocating particular duties to them are the responsibility of the Executive Principal.
- 12.2 Every member of staff will be provided with an appropriate job description. The Executive Principal will ensure that all job descriptions are reviewed annually. Job descriptions will be revised as and when necessary through consultation. Where there are any significant changes to the job description the implications for the grading of the job will be considered.

13. Rights of employees who are dissatisfied with a decision taken about pay

- 13.1 The Members, in determining and publishing its pay policy, aims to ensure that all decisions taken on pay and remuneration are justifiable and fair.
- 13.2 The Members will provide for:
- all school-based representatives of any recognised union or teachers' association to make representations about the contents of

its pay policy to the Members before the adoption or annual review of that policy;

- any employee to be able to approach the Executive Principal informally if he/she has any concerns about his/her salary;
- the Executive Principal or any other employee to make representations, which must be in writing although they may also be made orally, to the pay committee on his or her individual salary and with the employee having the statutory right to be accompanied on request. The Members arrangements must provide for the pay committee to invite the employee to attend a meeting to discuss the complaint or grievance, for the committee, after the meeting, to inform the employee of the decision in response to the complaint or grievance and for the employee's right to appeal to an appeals committee against the decision if dissatisfied with it, the employee being required to notify any appeal within twenty working days of being notified in writing of the decision against which the appeal is lodged. The decision should be communicated to the employee, in writing, without unreasonable delay.
- use of the Trust's procedure for equal pay grievances raised by support staff.
- collective grievances against the Members to be considered in accordance with the Waverley Education Foundation's grievance procedure.

13.3 Employees may wish to seek the advice of their union/professional association in making representations, submitting a grievance or making an appeal.

13.4 The procedure for making oral representations to the committee responsible for pay decisions shall be the same as that for making an appeal to the appeals committee.

13.5 The appeals committee will hear an appeal as follows:

The Employee and his/her representative and the Executive Principal shall attend the meeting simultaneously to present their cases.

The Chairperson will perform the necessary introductions.

The Executive Principal or the Chairperson of the pay committee will describe the policy of the Members and present the management case by explaining how the salary determination for the employee fits within that policy. They may call witnesses as appropriate. Any witness called will only attend to give evidence and answer any questions on that evidence and will then withdraw.

The Employee and his/her representative may question the Executive Principal or Chairperson of the pay committee

The Chairperson of the appeals committee, members of the committee and Technical Adviser may question the Executive Principal or Chairperson of the pay committee

The Employee and his/her representative will present his/her case. They may call witnesses as appropriate. Any witness called will only attend to give evidence and answer any questions on that evidence and will then withdraw.

The Executive Principal or Chairperson of the pay committee may question the Employee and his/her representative.

The Chairperson of the appeals committee, members of the committee and Technical Adviser may question the employee and his/her representative.

The Executive Principal will sum up his/her case (no new evidence shall be introduced at this stage).

The Employee and/or his/her representative will sum up their case (no new evidence shall be introduced at this stage).

The Executive Principal and the Employee and his/her representative will withdraw.

The committee will consider the material and evidence presented at the hearing, decide the outcome and notify its decision in writing to the appellant, normally within seven working days of the hearing. Where the appeal concerns a decision by the Members on the exercise of its discretionary powers, the committee may decide to make recommendations to the Members to amend the policy in such a way as will meet the employee's concern.

NB The questioning of any witnesses called will follow the procedure outlined above.

13.6 The School Teachers' Pay and Conditions Document provides that the outcome of a teacher's appeal shall not be subject to any further review under the Waverley Education Foundation's staff grievance procedure. However, the Members may decide to accept a recommendation from its appeals committee to amend its pay policy in response to an individual appeal or collective grievance.

13.7 Where several employees wish to appeal on the same grounds, they may ask the officers of the recognised unions or associations to submit

a collective grievance on their behalf to be considered in accordance with arrangements made by the Members.

14. Review and consultation

- 14.1 The Members will review its pay policy at least annually in order to ensure that the policy continues to comply with the law and promotes good personnel practice and in particular to take account of pay awards, changes in national and local agreements governing pay, the school development plan and the school's budget.
- 14.2 It will undertake such reviews in consultation with staff, including school representatives of all the recognised unions and teachers' associations.