



# PAY POLICY



## Wood Bank School

From strong roots we grow and blossom

Policy Ratified	April 2026
Review Date	April 2027
Signed (Headteacher)	
Signed (Chair of Governors)	

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## **Adoption of the Policy**

Schools, when taking pay decisions, must have regard both to their pay policy and to the staff member's particular post within the staffing structure.

The policy has been the subject of consultation with recognised trades unions, primary and secondary head teacher representatives and governor representatives.

This policy/procedure does not form part of any employee's contract of employment and it may be amended at any time by the Governing Body (or Local Authority in the case of centrally employed teachers) following consultation with recognised trades unions.

A copy of this policy and all relevant documents on pay and conditions will be made available to staff by the school.

## **Monitoring the Impact of the Policy**

The Governing Body will monitor the outcomes and impact of this policy on an annual basis – please refer to appendix one of this document for further details.

## **Interpretation**

Reference to 'the relevant body' refers to:

- The Governing Body, where applicable;
- Where individual academies do not have Governing Bodies, this refers to the relevant body to which the power to adopt the pay policy and take pay decisions has been delegated;
- The Local Authority in the case of centrally employed teachers.

Reference to 'the establishment' refers to:

- Schools – including community, community special, voluntary controlled, foundation and voluntary aided schools
- Academies
- The Local Authority in the case of centrally employed teachers.

Please refer to appendix two of this document for further details regarding pay committee responsibilities.

The generic terms 'school', 'headteacher', 'deputy headteacher' 'assistant headteacher' are used throughout for ease, but equally signify school/trust/academy and head teacher/principal/vice principal etc., respectively. The school should insert the appropriate terms into their policy in the relevant places.

The Governing Body of Wood Bank School adopted this policy in April 2026.

This policy sets out the framework for setting employees pay – both teaching and support staff. It has reference to:

- The School Teachers' Pay and Conditions Document (STPCD 2025);
- The Conditions of Service for School Teachers in England and Wales (Burgundy Book);
- The NJC for Local Government Services Pay and Conditions (Green Book).

## Policy for Determining Teachers' Pay

Calderdale Local Authority believes that a fair, transparent and consistent pay policy which recognises and rewards teachers as highly skilled professionals, is a key element in effective school improvement.

This model pay policy will help to recruit, retain and motivate teachers, provide the basis for sound financial and personnel planning and minimise the risk of grievance and discrimination.

It is entirely consistent and compliant with the revised statutory provisions for teachers' pay from 1 September 2025.

**The pay scales in this model policy will be amended annually to reflect the outcome of the STPCD and NJC processes in relation to pay increases.**

### Pay Increase for Teachers Arising from Changes to the STPCD 2025

In line with the recommendations in the STRB's 35<sup>th</sup> Report from 1 September 2025

- A 4% increase will be applied to all pay and allowance ranges and advisory points
- TLR payments may be based on the proportion of responsibility the teacher carries out, rather than their contracted hours as outlined in the STPCD 2025.

### Introduction

1. This policy sets out the framework for making decisions on pay for teachers and support staff. It has been developed to comply with current legislation and the requirements of the School Teachers' Pay and Conditions Document (STPCD 2025), National Joint Council (NJC) and local agreements.
2. In adopting this pay policy the aim of this establishment is to:
  - assure the quality of teaching and learning at the establishment;
  - support the recruitment and retention of high quality education professionals;
  - allow the school to recognise and reward all eligible staff appropriately for their contributions to the establishment; and
  - ensure pay decisions are based on accountability, transparency, objectivity and equality of opportunity<sup>1</sup>. Teachers will not be refused progression on the relevant pay range for maternity leave, pregnancy related issues, long-term sickness absence and/or disability-related absence as this would be unlawful.
3. Pay decisions at this establishment are made by the relevant body which has delegated certain responsibilities and decision making powers to the *pay committee* as set out in appendix two of this document. The *pay committee* shall be responsible

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<sup>1</sup> Including compliance with equalities legislation i.e. Employment Rights Act 1996, Employment Relations Act 1999, Employment Act 2002, Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000, Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002 and Equalities Act 2010/2012

for the establishment and review of the pay policy, subject to the approval by the relevant body, and shall have full authority to take pay decisions on behalf of the relevant body, in accordance with this policy. The Head Teacher shall be responsible for advising the *pay committee* on its decisions.

### **Basic Pay Determination on Appointment**

4. The relevant body will determine the pay range for a vacancy prior to advertising it. On appointment it will determine the starting salary within that range to be offered to the successful candidate.
5. In making such determinations the relevant body will apply the following policy:

### **Classroom Teacher Posts and Local Authority Unattached Teachers**

6. The relevant body has established reference pay points for classroom teacher posts paid on the main pay range and upper pay range, please see appendix four of this document.
7. *The relevant body will apply the principle of pay portability in making pay determinations for all **new appointees** considering criteria, among others, as set out below:*
  - *Current salary and pay range*
  - *Relevant teaching skills and experience for the post*
  - *Relevant non-teaching experience*
8. The relevant body and individual will reach a mutual agreement regarding any alternative arrangement.

The relevant body will also consider pay determination on the above basis to other teachers appointed to the main or upper pay ranges.

The relevant body will also pay classroom teachers who are “post-threshold teachers” as defined by the STPCD 2025 on the upper pay range for as long as this teacher is employed at this school without a break in continuity of their employment.

It is not the intention of the Governing Body to create a leading practitioner role at this time but the Governing Body will review its position from time to time and at least annually.

### **Unqualified Teachers**

12. The relevant body has established reference pay points for unqualified teachers employed in classroom teacher posts in accordance with paragraph 17 (part 3) of the STPCD 2025, please see appendix four of this document. The pay committee will determine where a newly appointed unqualified teacher will enter the scale, having regard to any qualifications or experience they may have, which they consider to be of value. The pay committee will consider whether it wishes to pay an additional allowance, in accordance with paragraph 22 (part 4) of the STPCD 2025, where it considers, in the context of its staffing structure and this policy that the teacher has:
  - a) taken on a sustained additional responsibility which: (i) is focused on teaching and learning and (ii) requires the exercise of a teacher’s professional skills and judgment; or
  - b) qualifications or experience which bring added value to the role being undertaken.

## **Pay Progression (for all Teachers not paid on the Leadership pay spine (including UPS Teachers, Leading Practitioners and Unqualified Teachers))**

13. The relevant body must consider annually whether or not to increase the salary of teachers who have completed a year of employment since the previous annual pay determination and, if so, to what salary within the relevant pay ranges set out in appendix four.
14. The relevant body must decide how pay progression will be determined, subject to the following:
  - a) a written pay recommendation is required for every teacher following the outcome of the school or authority's appraisal arrangements and, in making its decision, the relevant body must have regard to this recommendation;
  - b) pay progression must be awarded, subject to the following exceptions:
    - I. any relevant body that chooses to retain performance related pay, as set out in their pay policy, may only decide to withhold progression for reasons related to poor performance
    - II. any relevant body that chooses not to retain performance related pay, as set out in their pay policy, may only decide to withhold progression if a teacher is in capability proceedings
  - c) in the case of early career teachers (ECTs), the relevant body must determine the teacher's performance and any pay recommendation by means of the statutory induction process set out in the Education (Induction Arrangements for School Teachers) (England) Regulations 2012. The relevant body must also ensure that ECTs are not negatively affected by the extension of the induction period from one to two years. This change does not prevent a school from awarding pay progression to ECTs at the end of the first year.
  - d) Any relevant body that choose to retain performance related pay as set out in their pay policy may only withhold progression for reasons related to poor performance. For all other schools, progression may only be withheld of a teacher is in capability proceedings.

## **Headteacher Pay**

### **Pay on Appointment**

15. The pay committee will review the school's Head Teacher group and the Head Teacher's pay range in accordance with paragraphs 4, 5, 6 and 8 (ordinary school), or paragraphs 4, 5, 6, 7 and 8 (special schools) - part 2 of STPCD 2025.
16. If the Head Teacher takes on permanent accountability for one or more additional schools, the pay committee will set a pay range in accordance with the provisions of paragraph 6.6 or 7.9, of the STPCD, as the case may be. The pay committee will determine a pay range, taking account of the full role of the Head Teacher (part seven – contractual framework for teachers STPCD) all permanent responsibilities of the role, any challenges that are specific to the role and all other relevant considerations (paragraph 9.2 STPCD), including recruitment issues. The pay committee will take into account the factors set out in appendix three of this document when determining an appropriate pay range. It will also take into

account of any other considerations it feels are relevant and minute carefully its decisions and reasons for those decisions.

17. The pay committee will consider using its discretion, in exceptional circumstances only, to exceed the 25 per cent limit beyond the maximum of the group range when setting the pay range for the Head Teacher, as set out in paragraph 9.3 of the STPCD. However, before doing so, it will make a fully-documented business case and seek external independent advice.
18. The pay committee will use reference points within the pay range (appendix four of this document).
19. At the appointment stage, candidate specific factors will be taken into account when determining the starting salary.
20. The pay committee will have regard to the provisions of paragraph 9.4 (STPCD) in particular, and will also take account of the pay and ranges of other staff, including any permanent payments, to ensure that appropriate differentials are created and maintained between posts of differing responsibility and accountability. The maximum of the Deputy or Assistant Head Teacher's pay range must not exceed the maximum of the Head Teacher group for the school, calculated in accordance with paragraphs 6 to 8 of the STPCD. The pay range for a Deputy or Assistant Head Teacher should only overlap the Head Teacher's pay range in exceptional circumstances.
21. The pay committee will consider the use of temporary payments for clearly time-limited responsibilities or duties only, in accordance with paragraph 10 of the STPCD. In each case the relevant body must not have previously taken such reason or circumstance into account when determining the Head Teacher's range.
22. The pay committee will consider whether there is a need for any temporary payments (paragraph 10 STPCD) for clearly time-limited responsibilities or duties. The total sum of the temporary payments made to a Head Teacher will not exceed 25 per cent of the annual salary which is otherwise payable to the Head Teacher; and the total sum of salary and other payments made to a Head Teacher must not exceed 25 per cent above the maximum of the Head Teacher group, except in wholly exceptional circumstances.
23. The pay committee may determine that temporary and other payments be made to a Head Teacher which exceeds the limit above in wholly exceptional circumstances where it has made a business case and with the agreement of the Governing Body. The Governing Body will seek external independent advice before providing agreement.
24. The pay ranges of headteachers or leadership teams in post should only be reviewed when there have been significant changes to responsibilities and/or size of the school and not just because the top of the current range has been reached.

### **Serving Head Teachers**

25. The pay committee will only re-determine the pay range of a serving Head Teacher, in accordance with paragraph 9 (STPCD), if the responsibilities of the post change significantly, or if the pay committee determines that this is required to maintain consistency with pay arrangements for new appointments to the leadership team

made on or after 1 September 2014, or with pay arrangements for a member or members of the leadership group whose responsibilities significantly change on or after 1 September 2014 (paragraph 4).

26. It will also re-determine the pay range if the group size of the school increases, or if the Head Teacher takes on permanent accountability for an additional school(s) (paragraph 8, part 2 STPCD).
27. If the pay committee decides to re-determine the pay range, it will only determine the Head Teacher's pay range in accordance with paragraph 8; and paragraph 9 of part 2 STPCD.
28. If the pay committee re-determines the Head Teacher's pay range, it will take account of all indefinite responsibilities of the post, any specific challenges and all other relevant factors, including retention issues. The pay committee will take into account the factors set out in appendix three of this document when determining an appropriate pay range. It will also take account of any other considerations it feels are relevant and minute carefully the decisions and reasons for those decisions.
29. The pay committee will consider using its discretion, in exceptional circumstances, to exceed the 25 per cent limit beyond the maximum of the group range, as set out in paragraph 9.3 of the STPCD. However, before agreeing to do so, it will make a fully-documented business case and will seek external independent advice.
30. The pay committee will use reference points within the pay range and will contain at least nine reference points.
31. The pay committee will review the Head Teacher's pay in accordance with paragraph 11 Part 2 and paragraph 27 Section 3 of the STPCD and award one reference point where there has been sustained high quality of performance having regard to the results of the most recent appraisal carried out in accordance with the appraisal regulations 2012 and any recommendations on pay progression in the Head Teacher's most recent appraisal report.
32. The pay committee will consider the use of temporary payments for clearly temporary responsibilities or duties only, in accordance with paragraph 10 of part 2 of STPCD 2025 .
33. The total sum of temporary payments made to a Head Teacher must not exceed 25 per cent of the annual salary which is otherwise payable to the Head Teacher; and the total sum of the salary and other payments made to a Head Teacher must not exceed 25 per cent above the maximum of the Head Teacher group, except in wholly exceptional circumstances.
34. The pay committee may determine that additional/temporary payments be made to a Head Teacher which exceeds the limit above in wholly exceptional circumstances and with the agreement of the Governing Body. The Governing Body will seek external independent advice before providing agreement.

35. The pay ranges of headteachers or leadership teams in post should only be reviewed when there have been significant changes to responsibilities and/or size of the school and not just because the top of the current range has been reached.

## **Deputy/Assistant Head Teacher Pay**

### **Pay on Appointment**

36. The pay committee will determine a pay range, taking account of the full role of the Deputy/Assistant Head Teacher (part seven of the STPCD), all indefinite responsibilities of the role, any challenges that are specific to the role and all other relevant considerations (paragraph 9.2, part 2 of STPCD 2025), including recruitment issues. The pay committee will take into account the factors set out in appendix three of this document when determining an appropriate pay range. It will also take account of any other considerations it feels are relevant and minute carefully its decisions and reasons for those decisions.
37. The pay committee will use reference points within the pay range.
38. At the appointment stage, candidate specific factors will be taken into account when determining the starting salary. If necessary, the Governing Body will adjust the pay range to ensure appropriate scope of five reference points. The pay committee will consider whether the award of any additional payments is relevant, as set out in paragraph 26 (Part 4) and paragraphs 60 to 68 of (Section 3) of the STPCD.

### **Serving Deputy/Assistant Head Teachers**

39. The pay committee will review and, if necessary, re-determine the Deputy/Assistant Head Teacher's pay range where there has been a significant change in the responsibilities of the serving Deputy/Assistant Head Teacher (paragraph 10 of Section 3 of the STPCD).
40. When determining the pay range of a serving Deputy/Assistant Head Teacher, the pay committee will take account of all permanent responsibilities of the role, any challenges that are specific to the role and all other relevant considerations (paragraph 9.2 of part 2 of STPCD 2025 ), including retention issues and is satisfied that, in the context of the teacher's duties, the role includes a significant responsibility that is not required of all classroom teachers or TLR holders, in line with the STPCD 2025 . In the case of a Deputy Head Teacher post, the relevant body must also be satisfied that this significant responsibility features a job weight which exceeds that expected of an Assistant Head Teacher employed in the same school, including responsibility for discharging in full the responsibilities of the Head Teacher in the absence of the Head Teacher. The pay committee will take into account the factors set out in appendix three of this document when determining an appropriate pay range. It will also take account of any other consideration it feels are relevant and minute carefully its decisions and reasons for those decisions. The pay committee will ensure the maintenance of appropriate differentials between different posts in its staffing structure, but will note paragraph 9.4 of part 2 of STPCD 2025.
41. The pay committee will consider whether the award of any additional payments are relevant, as set out in paragraph 26 of the STPCD 2025 (the maximum of the Deputy or Assistant Head Teacher's pay range must not exceed the maximum of the Head Teacher group for the school, calculated in accordance with paragraphs 6 to 8 of part 2 of STPCD 2025 . The pay range for a Deputy or Assistant Head Teacher should

only overlap the Head Teacher's pay range in exceptional circumstances) and paragraphs 60 to 68 of Section 3 of the STPCD.

42. The pay committee will use reference points within the pay range and will contain at least five reference points.
43. The pay committee will review pay in accordance with paragraph 11 of part 2 of STPCD 2025 and make a pay determination once the pay cycle has been completed (see Pay Progression section 42 to 44 below).

### **Pay Progression – Leadership**

44. The relevant body must consider annually whether or not to increase the salary of members of the leadership group who have completed a year of employment since the previous pay determination and, if it determines to do so, to what salary within the relevant pay range determined in accordance within appendix four of this document.
45. The relevant body must decide how pay progression will be determined, subject to the following:
  - a) a recommendation on pay must be made in writing as part of the individuals appraisal report and in making its decision the relevant body must have regard to this recommendation.
  - b) any relevant body that chooses to retain performance related pay as set out in their pay policy, may only withhold progression for reasons related to poor performance. For all other schools, progression may only be withheld if a teacher is in capability proceedings.
  - c) where in accordance with the provisions of an earlier Document the relevant body has determined a pay range the maximum of which exceeds the highest salary payable under this Document it must continue to pay any salary determined by reference to that pay range until such time as it reassesses the pay range for its leadership posts under the provisions of this Document.
46. The pay ranges of headteachers or leadership teams in post should only be reviewed when there have been significant changes to responsibilities and/or size of the school and not just because the top of the current range has been reached.

### **Applications to be paid on the Upper Pay Range**

47. Qualified teachers may apply to be paid on the upper pay range at least once a year. Relevant bodies shall assess any such application received and make a determination on whether the teacher meets the criteria in paragraph 49 (paragraph 15 STPCD) and the process starting at paragraph 49 below. Also see Appendix 6 of this document. Where a teacher is subject to the 2012 regulations, the relevant body shall have regards to the assessments and recommendations in the teachers appraisal reports under those regulations (see STPCD paragraph 31 Section 3).
48. An application from a qualified teacher will be successful where the relevant body is satisfied:

- a) that the teacher is highly competent in all elements of the relevant standards; and
- b) That the teacher's achievements and contribution to an educational setting or settings are substantial and sustained.

49. Any qualified teacher can apply to be paid on the upper pay range (UPR). 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 UPR in that school or schools. The school will not be bound by any pay decision made by another school. All applications should include the results of the two most recent appraisals, under the appraisal regulations 2012, including any recommendation on pay. Where such information is not applicable or available, e.g. those returning from maternity or sickness absence, a written statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria must be submitted by the applicant.
50. In order for the assessment to be robust and transparent, it will be an evidence based process only. Teachers therefore should ensure that they have an evidence base to support their application in line with the school's Appraisal Policy. Those teachers who have been absent, through sickness, disability or maternity, may use written evidence from the previous year in support of their application.

## **Process**

51. At least once a year applications may be submitted. The closing date for applications is normally [insert date/or you may wish to accept applications throughout the year] however, exceptions will be made in particular circumstances e.g. those teachers who are on maternity leave or who are currently on sick leave.

The process for applications is:

- Complete the school application form (appendix five);
- Submit the application form and supporting evidence to the Head Teacher by the closing date of [insert date] (see appendix six for criteria);
- The applicant will receive notification of the name of the assessor of their application within five working days;
- The assessor will assess the application, which will include a recommendation to the pay committee of the relevant body;
- The application, evidence and recommendation will be passed to the Head Teacher for moderation purposes, if the Head Teacher is not the assessor.
- The pay committee will make the final decision, based on recommendations by the Head Teacher;
- The applicant will receive written notification of the outcome of their application within five days of the decision. Where the application is unsuccessful, the written notification will include the reasons why the teacher's performance did not satisfy the relevant criteria set out in this policy (see appendix six of this document) and the appeals arrangements available to the teacher. Any appeal against a decision not to move the teacher to the upper

pay range will be heard under the pay appeal arrangements in this document at appendix seven.

- If the application is successful, applicants will move to the upper pay range from the previous 1 September and will be placed on point 1 of the scale.

### **Part Time Teachers**

52. 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 relevant body will give them 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. Any additional hours worked by agreement from time to time will be paid at the same rate. Please refer to the STPCD 2025 for further guidance and the pro rata principle (part 6, paragraphs 40, 41 and 51.5 and 51.6 of part 7 onwards, and paragraphs 35, 39-44 and 79-86 of section 3 guidance).

### **Short Notice/Supply Teachers**

53. 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 according to paragraph 42 part 6 of the STPCD 2025. A teacher to whom paragraph 42.2 applies, and is employed by the same authority throughout a period of 12 months beginning in August or September, must not be paid more by way of remuneration in respect of that period than would have been paid had the teacher been in regular employment throughout the period.

54. Teachers who are employed to teach for the full pupil day will be paid at a daily rate of 1/195th; of the annual pay they would receive if engaged on a regular contract. Teachers who work less than a full day will be hourly paid and will also have their salary calculated as an annual amount which will then be divided by 195 then divided again by the proportion of the full pupil day which they teach to arrive at the hourly rate.

### **Discretionary Allowances and Payments**

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

55. The relevant body pays TLR 1 and 2 payments to teachers as indicated in the attached staffing structure, in accordance with the pay ranges specified in the 2025 STPCD as updated from time to time and the following levels and values will apply:

TLR 1: (min £10,174; max £17,216)

*[insert the school's pay range and pay points for any TLR1 posts]*

TLR 2: (min £3,527; max £8,611)

*[insert the school's pay range and pay points for any TLR2 posts]*

56. The criteria for the award of TLR 1 and 2 payments are as defined in paragraph 20 and paragraphs 47 – 54 of the section 3 guidance in the STPCD 2025.

57. Teachers will not be required to undertake permanent additional responsibilities without payment of an appropriate permanent TLR1 or TLR2 payment. All job

descriptions will be regularly reviewed and will make clear, if applicable, the responsibility or package of responsibility for which a TLR is awarded, taking into account the criterion and factors set out at paragraph 20.4, part 4 of the STPCD 2025.

58. The relevant body may award a fixed-term TLR3 to a classroom teacher in line with the criteria in the STPCD 2025. The relevant body must be satisfied that they are being awarded for clearly time limited school improvement projects or externally driven responsibilities or where teachers are undertaking planning, preparation, co-ordination of or delivery of tutoring to provide catch-up support to pupils on learning lost to the pandemic and where that tutoring work is taking place outside of normal directed hours during the school day. The fixed terms for which these are to be awarded must be established at the outset of the award. The relevant body should not award consecutive TLR3s for the same responsibility unless that responsibility relates to tutoring as set out above. TLR3s are not subject to safeguarding. A teacher cannot hold a TLR1 and a TLR2 concurrently, a teacher in receipt of either a TLR1 or a TLR2 may also hold a concurrent TLR3.
59. Where the relevant body wishes to make TLR3 payments, the proposed responsibilities, level of payment (within the published range of £702 and £3,478) and the duration of payment will be set out clearly.
60. The relevant body will ensure that the use of TLR3 applies only where there is a genuine development or operational need. TLR3 payments will not be used to replace or otherwise limit teachers' pay progression on the main, upper or leading practitioner pay ranges.
61. Where a teacher is covering a post which attracts a TLR 1 or 2 i.e. for maternity cover, long-term absence or to cover a secondment, the teacher will be awarded the TLR of the substantive post holder on a temporary basis. A TLR3 would not be appropriate in these circumstances.
62. From 1 September 2025, TLR payments may be based on the proportion of responsibility the teacher carries out, rather than their contracted hours as outlined in the STPCD 2025 paragraphs 20.6-20.8, 41.1-41.2 of Section 2 and 40 and 50-51 of Section 3. This will become a requirement from 1 September 2026. This change aims to support flexible working request where operationally feasible. The pro-rata principle does not apply to any TLR3 payments.

### **Special Educational Needs (SEN) Allowances**

64. The relevant body will award SEN allowances in accordance with the criteria and provisions set out in Part 4, paragraph 21 of the STPCD 2025. The value of SEN allowances to be paid at the school will be on a range between £2,787 and £5,497. When deciding on the amount of the allowance to be paid, the Governing Body will take into account the structure of the school's SEN provision, whether any mandatory qualifications are required for the post, the qualifications or expertise of the teacher relevant to the post and the relative demands of the post (paragraph 21.3 of the STPCD 2025). The Governing Body will also establish differential values in relation to SEN roles in the school in order to reflect significant differences in the nature and challenge of the work entailed so that the different payment levels can be objectively justified. The Governing Body will take account of paragraphs 55 to 59 of the section 3 guidance STPCD.

All Teaching Staff employed at Wood Bank have SEN 1 = £2787

## **Acting Allowances**

65. Where any teacher is required to act as a Head Teacher, Deputy/Assistant Head Teacher in accordance with part 4, paragraph 23 of the STPCD 2025 the pay committee will within a four week period of the commencement of acting duties, determine whether or not the acting post holder will be paid an allowance. In the event of a planned and prolonged absence, an acting allowance will be agreed in advance and paid from the first day of absence. Any teacher who carries the duties of Head Teacher, Deputy Head Teacher/Assistant Head Teacher for a period of four weeks or more, will be paid on the Head Teacher's, Deputy/Assistant Head Teacher's range, as the case may be.
66. Payments will be back dated to the day on which the teacher assumed those duties. No pressure, direct or indirect, will be placed on teachers to act up where such acting up is voluntary on their part.

## **Recruitment and Retention Incentives and Benefits**

67. Where the relevant body wishes to make recruitment and retention payments to teachers, the level, duration and criteria for such payments will be set out clearly. It will make clear at the outset, in writing, the expected duration of any such incentive or benefit, and the review date after which it may be withdrawn. Please refer to part 4, paragraph 27 of the STPCD 2025 and paragraphs 70 – 72 of the section 3 guidance for further information.
68. No new awards of recruitment and retention incentive benefits will be made to a Head Teacher, Deputy Head Teacher, or Assistant Head Teacher with effect from 1 September 2014, other than a reimbursement of reasonably incurred housing or relocation costs. However, where the Governing Body is already paying such an incentive or benefit, determined under a previous STPCD 2025, subject to review, it may continue with it, at its existing value, until such time as the leadership group member moves to the new leadership group pay arrangements as set out in the STPCD 2025. At that point, all recruitment and retention considerations in relation to a leadership group member will be taken into account when determining the pay range.

## **Salary Sacrifice Arrangements**

69. The employer operates a salary sacrifice arrangement. A teacher may participate in any arrangement and their gross salary shall be reduced accordingly, in accordance with the provisions of paragraph 28 Part 4 and paragraph 73, section 3 of the STPCD 2025.

## **Residential Duties**

70. Teachers working in residential schools are normally entitled to be paid for residential duties in accordance with national agreements reached by the Joint Negotiating Committee for Teachers in Residential Establishments.

## **Honoraria**

71. There is no provision within the STPCD 2025 for the payment of honoraria. Any such award to a teacher for their teaching work would be unlawful.

### **Safeguarding (Salary Protection)**

72. The relevant body will operate salary safeguarding arrangements in line with the provisions of the 2025 STPCD Section 2 Part 5.

### **Appeals**

73. The arrangements for considering appeals on pay determination are set out in appendix seven of this policy.

## **Policy for Determining Support Staff Pay**

### **Introduction**

1. The relevant body recognises that some support staff may increasingly be expected to take on wider and deeper roles in support of teaching and learning. This may mean increasing hours on their current contract or taking an additional contract. The pay and rewards structure works to support a high performance and highly skilled workforce recognising accountability and job weight; the Governing Body will ensure that the pay structure is fair.

Each job description will reflect different levels of responsibility, skill and competencies including taking into account the differing roles within school: caretaking/technician roles, midday supervisors and members of the management team who are not involved in teaching activities, e.g. bursars, school managers etc.

### **Working hours**

2. Working hours may be varied on a permanent or temporary basis to suit the needs of the school by agreement with the employee concerned.
3. The Governing Body is responsible for deciding:
  - i. who will be appointed to a post;
  - ii. their hours of work;
  - iii. the duration of their contract.

### **Additional Hours**

4. Temporary additional hours over and above an employee's contractual hours for a specific task may be approved and paid for (within agreed budget provisions) or time off in lieu arranged (plain time is paid up to 37 hours a week). The extra hours will usually be planned and authorised by the employee's line manager.

### **Grading of Posts**

5. When reviewing job descriptions and person specifications, school management/governing bodies will take into account an appropriate grade for the post. As stated in the Staffing Regulations, "individual governing bodies have the power to determine job descriptions, pay and grading of support staff *within the framework of grades used by the Authority*". It also states that DfE statutory guidance also makes the point that the Local Authority is best placed to advise on grading issues.
6. The job specification will be sufficiently detailed to enable the Local Authority to come to a view about the appropriateness of the recommended grade.

7. Schools will seek appropriate advice from the Authority from staff with council wide experience of determining appropriate grades for individual posts. The relevant body will be careful to consider their obligations under equal pay legislation when implementing pay and grading decisions and of the job evaluation exercise being undertaken by all schools and local authorities.
8. Each post will have a designated job description and grade. The grade will normally remain unchanged unless a substantial change in the duties and responsibilities attached to the post take place. Movement within the grade will be on an incremental basis until the top of the grade is reached. Where a bar is in place, employees will have to undertake the necessary tests/assessments to progress through the scales.
9. Other payments such as lettings fees will be payable in line with the appropriate national and/or local agreements applicable to the post.

### **Incremental Payments**

10. The starting point of a newly appointed employee will normally be the minimum of the advertised scale, with incremental progression within the range specified in the job description and advertisement.
11. The relevant body has the discretion to appoint a new starter on a higher point than the bottom of the scale, but this will only be made in exceptional circumstances and following advice from their HR provider.
12. Incremental points may be withheld if performance or conduct has been unsatisfactory and has been the subject of a formal stage of the disciplinary or managing capability procedure.

### **Probationary Period**

13. All new entrants to local government service will be subject to an initial probationary period of six months. The probationary period may be extended in particular circumstances. The probationary period does not apply to employees in continuous local government service/maintained school sector transferring from another authority/maintained school in compliance with Redundancy Modification Order.

### **Salary Protection**

14. Employees who are redeployed have certain rights to protection of payments if the hourly rate offered in the new post is less than their previous post. Please refer to the redeployment policy.

### **Honoraria Payments**

15. Honoraria payments for support staff can be considered in the following circumstances where employees act up during the absence of more senior employees. Honoraria payments will be considered in the following circumstances:

- i Covering for a senior employee other than cover during annual leave;
- ii.Undertaking duties outside the scope of an employee's normal responsibilities over a period.

The arrangement will cover a period of at least four weeks in the case of employees on a spinal column point of 11 and above to qualify for consideration for an honorarium.

## **Appendices**

### **Appendix one: General Principles Underlying this Policy**

This policy should be read in conjunction with other HR policies adopted by the school.

#### **Confidentiality**

The arrangements for ensuring confidentiality of pay arrangements relating to individuals comply with data protection. All members of staff have a personal file which holds details of their pay; staff have access to their file under the subject access request procedures.

#### **Consistency of Treatment and Fairness**

The Governing Body is committed to ensuring consistency of treatment and fairness and will abide by all relevant equality legislation. The needs of employees will be given careful consideration when applying this policy including carrying out an Equality Impact Assessment (EIA).

#### **Definitions**

Unless indicated otherwise, all references to "teacher" include the Head Teacher/Principal.

#### **Delegation**

Normal rules apply in respect of the delegation of functions by governing bodies, Head Teachers and local authorities.

#### **Monitoring and Evaluation**

The Governing Body, Headteacher and Director of People will monitor the operation and effectiveness of the school's appraisal arrangements.

The Head Teacher will report on whether there have been any appeals or representations on an individual or collective basis on the grounds of alleged discrimination.

## Appendix two: Pay Committee

The pay committee will comprise at least three governors. All governors, including those employed at the school, are eligible for membership of the **pay** committee and to take part in any discussions (including those relating to individuals) where their interest is no greater than that of the generality of employees at the school. **(NB: Calderdale does not recommend the inclusion of staff governors on the committee.)** Staff Governors, other than the headteacher, should not be involved in any decisions relating to pay or be included on the pay committee. The associate governor may advise this committee due to the level of expertise in this area.

The relevant body will conduct teachers' annual pay reviews promptly via the **pay** committee.

It is recommended that the Governing Body establish a committee to make determinations of pay in accordance with the pay policy.

This function may be performed by a dedicated pay committee or as part of a more wide ranging personnel committee such as the HR/Finance Committee.

It is recommended that the Pay Committee/HR & Finance Committee has fully delegated powers (in accordance with the School Governance (Procedures) (England) Regulations 2003 SI No 2003/1377, as amended). Regulation 16 gives power of delegation to a committee and Regulation 20 deals with the establishment of a committee.

In the case of the Head Teacher's pay, the pay committee will consider recommendations made to it by governors responsible for evaluating the Head Teacher's performance in accordance with the school's appraisal policy.

Appraisals will take place in line with the schools' appraisal policy between teachers and appropriate senior management.

In determining the salaries of qualified teachers the **pay** committee will follow the provisions in the current STPCD as confirmed in this policy.

It is imperative that any decisions on pay taken are carefully minuted, there is a clear audit trail and that decisions can be justified.

### **Appendix three: Determining an Appropriate Pay Range of a Leadership Group Member**

The statutory provisions of the School Teachers' Pay and Conditions Document 2025 state that when determining the pay range of a leadership group member, the relevant body must take into account "all the permanent responsibilities of the roles any challenges that are specific to the role, and all other relevant considerations".

Social challenge:

Number of pupils eligible for the pupil premium/free school meals.

Number and challenge of children with special needs [NB: pupils with statements or education, health and care plans are taken into account when calculating the group size of the school (paragraph 6 to 8 of section two)].

Number of 'looked after' children.

Level of pupil mobility in the area.

Number of pupils with English as a second language.

- Complexity of pupil population and school workforce
- Number of staff
- Variety of school workforce (eg. teachers, speech therapists)
- Small School
- Rural School
- Specialist units or centres

Any specific challenges associated with running more than one school, e.g. managing geographically split sites, particular challenges of the additional school(s).

Contribution to wider educational development.

NLE, SLE, LLE responsibilities which are not time-limited.

Teaching school status.

Other relevant issues (eg. ECT lead, multi-stakeholders).

Recruitment and retention issues.

#### **The Role of the External Advisor (*not applicable to Academies*)**

The relevant body must ensure that the maximum of the Head Teacher's pay range and any additional payments made under paragraphs 9 and 10 of the STPCD document does not exceed the maximum of the Head Teacher group by more than 25% other than in exceptional circumstances; in such circumstances, the Governing Body must seek external independent advice before providing such agreement and support its decision with a business case.

## Appendix four: Calderdale Salary Reference Points 2025 – 2026

Please note the figures below are the new pay ranges and amounts, with Calderdale's adopted reference points, which include the pay increases as confirmed in the 2025 STPCD.

### Main Pay Range

Reference point	Amount in £s
Minimum (1)	32,916
2	34,823
3	37,101
4	39,556
5	42,057
Maximum (6)	45,352

### Unqualified Teachers Pay Range

Reference point	Amount in £s
Minimum (1)	22,601
2	25,193
3	27,785
4	30,071
5	32,667
Maximum (6)	35,259

### Upper Pay Range

Reference point	Amount in £s
Minimum (1)	47,472
2	49,232
Maximum (3)	51,048

### Leading Practitioners

Reference Point	Amount in £s	Reference Point	Amount in £s
Minimum (1)	52,026	11	66,692
2	53,450	12	68,229
3	54,658	13	69,935
4	56,020	14	71,677
5	57,414	15	73,462
6	58,852	16	75,415
7	60,440	17	77,147
8	61,834	Maximum (18)	79,092
9	63,376		
10	65,004		

### Special Educational Needs Allowance (SEN)

	Amount in £s
Minimum	2787
Maximum	5497

### TLR Reference Points

TLR2	Reference Point	Amount in £s
	Minimum (2A)	3527
	2B	3913
	2C	4304
	2D	4695
	2E	5085
	2F	5477
	2G	5868
	2H	6259
	2I	6651
	2J	7041
	2K	7431
	2L	7823
	2M	8215
	Maximum (2N)	8611

TLR1	Reference Point	Amount in £s
	Minimum (1A)	10174
	1B	10562
	1C	10951
	1D	11343
	1E	11734
	1F	12124
	1G	12517
	1H	12909
	1I	13298
	1J	13692
	1K	14078
	1L	14470
	1M	14864
	1N	15253
	1O	15644
	1P	16036
	1Q	16427
	1R	16816
	Maximum (1S)	17216

TLR3	Reference Point	Amount in £s
	Minimum (3A)	702
	3B	770
	3C	851
	3D	943
	3E	1040
	3F	1151
	3G	1270
	3H	1406
	3I	1554
	3J	1719
	3K	1901
	3L	2101
	3M	2325
	3N	2568
	3O	2841
	3P	3141
	Maximum (3Q)	3478

Leadership Pay Range – Wood Bank School  
 Group 5 School  
 Headteacher Range – L23 – L29  
 Deputy Headteacher Range – L13 – L17  
 Assistant Headteacher Range – L7 – L11

**NJC Spinal Column Points – from 1st April 2025**

Scale	SCP	Annual Salary	Weekly	Hourly	
Scale 1a	1	SCP 1 Abolished w/e 1 April 2023 as part of the 2022/2023 Pay Award			
Scale 1b	2	£23,656.00	£453.68	£12.26	
Scale 1c	3	£24,027.00	£460.79	£12.45	
Scale 2	4	£24,404.00	£468.02	£12.65	
Scale 3	5	£24,790.00	£475.42	£12.85	
Scale 3	6	£25,183.00	£482.96	£13.05	
Scale 4	7	£25,584.00	£490.65	£13.26	
Scale 4	8	£25,992.00	£498.48	£13.47	
Scale 4	9	£26,409.00	£506.47	£13.69	
Scale 4	10	£26,835.00	£514.64	£13.91	
Scale 4	11	£27,269.00	£522.97	£14.13	
Scale 5	12	£27,711.00	£531.44	£14.36	
Scale 5	13	£28,163.00	£540.11	£14.60	
Scale 5	14	£28,624.00	£548.95	£14.84	
Scale 5	15	£29,093.00	£557.95	£15.08	
Scale 5	16	£29,572.00	£567.13	£15.33	
Scale 5	17	£30,060.00	£576.49	£15.58	
Scale 6	18	£30,559.00	£586.06	£15.84	
Scale 6	19	£31,067.00	£595.80	£16.10	
Scale 6	20	£31,586.00	£605.76	£16.37	
Scale 6	21	£32,115.00	£615.90	£16.65	
Scale 6	22	£32,654.00	£626.24	£16.93	
SO1	23	£33,366.00	£639.89	£17.29	
SO1	24	£34,314.00	£658.07	£17.79	
SO1	25	£35,235.00	£675.74	£18.26	
SO2	26	£36,124.00	£692.79	£18.72	
SO2 - PO1	27	£37,035.00	£710.26	£19.20	
SO2 - PO2	28	£37,938.00	£727.58	£19.66	
PO3	29	£38,626.00	£740.77	£20.02	
PO4	30	£39,513.00	£757.78	£20.48	
PO5	31	£40,476.00	£776.25	£20.98	
PO6	32	£41,511.00	£796.10	£21.52	
PO7	33	£42,708.00	£819.06	£22.14	
PO8	34	£43,693.00	£837.95	£22.65	
PO9	35	£44,711.00	£857.47	£23.17	
PO10	36	£45,718.00	£876.78	£23.70	
PO11	37	£46,731.00	£896.21	£24.22	
PO12	38	£47,754.00	£915.83	£24.75	
PO13	39	£48,710.00	£934.16	£25.25	

<b>PO14</b>	<b>40</b>	£49,764.00	£954.38	£25.79	
<b>PO15</b>	<b>41</b>	£50,788.00	£974.01	£26.32	
<b>PO16/Spec A</b>	<b>42</b>	£51,802.00	£993.46	£26.85	
<b>PO17/Spec A</b>	<b>43</b>	£52,805.00	£1012.70	£27.37	

**Appendix five: Upper Pay Range Application Form**

**Teacher's Details:**

Name\_\_\_\_\_

Post\_\_\_\_\_

**Appraisal details:**

Years covered by planning/review statements:

Schools covered by planning/review statements:

**Declaration:**

I confirm that at the date of this request for assessment to cross the threshold I meet the eligibility criteria and I submit appraisal planning and review statements covering the relevant period.

**Applicant's signature**\_\_\_\_\_ **Date**\_\_\_\_\_

## **Appendix six: Upper Pay Range Assessment Criteria**

The teacher will be required to meet the criteria set out in paragraph 15 of the STPCD 2025, namely that:

- the teacher is highly competent in all elements of the relevant standards; and
- the teacher's achievements and contribution to the educational setting or settings are substantial and sustained.

In this school this will mean:

### **Highly Competent**

The teacher's performance is assessed as having excellent depth and breadth of knowledge, skill and understanding of the teachers' standards in the particular role they are fulfilling and the context in which they are working.

The DofE 'Managing Teachers and Leaders' Pay' advisory document states for example; 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, in order to help them meet the relevant standards and develop their teaching practice.

### **Substantial**

The teacher's achievement and contribution to the school are significant, not just in raising standards of teaching and learning in their own classroom, or with their own groups of children, but also in making a significant wider contribution to school improvement, which impacts on pupil progress and the effectiveness of staff and colleagues.

The DofE 'Managing Teachers and Leaders' Pay' advisory document states for example: 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**

In relation to a UPR application only, the teacher must have had a successful appraisal report and have made good progress towards their objectives during the period (see exceptions, e.g. maternity/sick leave mentioned earlier in this document). They will have been expected to have shown that their teaching expertise has grown over the relevant period and is consistently good to outstanding.

The DofE 'Managing Teachers and Leaders' Pay' advisory document states for example: maintained continuously over a long period e.g. X number of school year(s)). The application will be assessed (insert details of how the school will ensure that applications are assessed robustly, transparently and equitably, including who makes

the initial assessment (e.g. line manager/subject leader/head of school/head teacher) and the role of the governance board in making the final determination.

Further information, including information on sources of evidence is contained within the school's appraisal policy.

## **Appendix seven: Appeals Procedures**

### **Pay Appeals Procedure – Teachers**

The process set out below is consistent with the dispute resolution provisions of employment law and may be adopted by the school as the means by which appeals are considered.

Teachers may seek a review of any determination in relation to their pay or any other decision taken by the Governing Body (or a committee or individual acting with delegated authority) that affects their pay.

The following list, which is not exhaustive, includes the usual reasons for seeking a review of a pay determination:

That the person or committee who made the decision:

- a) incorrectly applied the school's pay policy
- b) incorrectly applied any part of the School Teachers' Pay & Conditions Document
- c) failed to have proper regard for statutory guidance;
- d) failed to take proper account of relevant evidence;
- e) took account of irrelevant or inaccurate evidence;
- f) was biased; or
- g) otherwise unlawfully discriminated against the teacher.

The order of proceedings is as follows:

1. Stage 1 (Informal): The teacher receives written confirmation of the pay determination and where applicable the basis on which the decision was made.
2. If the teacher is not satisfied, they should seek to resolve this by discussing the matter informally with the decision-maker (Headteacher) within ten working days of the decision.
3. Where the teacher continues to be dissatisfied, they may follow a formal process and progress to stage 2.
4. Stage 2: The teacher should set down in writing the grounds for questioning the pay decision and send it to the pay committee, within ten working days of the notification of the decision in relation to the outcome of the informal stage referred to above.
5. The pay committee should hold a meeting, within ten working days of receipt of the written grounds for questioning the pay decision, for them to consider this and give the teacher an opportunity to make representations in person. Following the meeting the employee should be informed in writing of the decision and the final stage (3) of the process (a formal appeal).

6. Where the teacher continues to be dissatisfied, they may progress to stage 3.
7. Stage 3 (**Appeal**): The appeal should be heard by a panel of three governors who were not involved in the original determination, normally within 20 working days of the receipt of the written appeal notification. The teacher will be given the opportunity to make representations in person. The decision of the appeal panel will be given in writing, and where the appeal is rejected will include a note of the evidence considered and the reasons for the decision. The appeal panel's decision at stage 3 is final and, as set out in Section 3 of the STPCD, there is no recourse to the general staff grievance procedure.

For any formal meeting the teacher is entitled to be accompanied by a colleague or union representative. Each step and action of this process must be taken without unreasonable delay.

The Appeal procedure (Stage 3) shall be as follows.

- **Introductions are made**
- **Chair outlines the process to be followed**
- **Employee case**
  - The employee/representative presents their case
  - Evidence to support their case
  - Presents any witnesses – if applicable
  - The chair and/or panel can ask questions
- **Management case**
  - The management representative presents their case
  - Evidence to support the disputed pay decision
  - Presents any witnesses – if applicable
  - The chair and/or panel can ask questions
- **Summing Up**
  - The employee and management representatives or chair can sum up the key points
- **End of hearing**
  - The chair ends the hearing and advises the employee that they will receive a response in writing in line with the timescales in the policy.

The chair advises the employee that the appeal panel's decision is final as set out in Section 3 of the School Teacher's Pay and Conditions Document so there is no further right of appeal.

- **Decision making**
  - Clerk to governors notes main points of panel discussion and their decision – panel contact their HR adviser if advice required
- **Communication of decision**
  - Employee notified of decision – confirmed in writing

## Pay Appeals Procedure – Non-Teaching Staff

Appeals against posts graded by the Local Authority under the job evaluation scheme will follow the job evaluation appeals process – please contact the Local Authority for details.

Appeals against withheld annual pay increments will be addressed using the schools/Local Authority grievance policy. Employees have a right to be accompanied by a trade union representative/official or a colleague to any formal meetings in line with the above policy.

## Pay Structure

Leadership Team declared above

All other specialist roles are detailed below. These are all based on NJC Pay Scales:

Teachers	MPS & UPS 4 teachers with TLR Responsibilities
Teaching Assistants	Scale 2 & Scale 3
Administration Manager	SO1
School Administrator & GP	Scale 6
School Administrators	Scale 5
Premises Manager	Scale 6
Assistant Premises Manager	Scale 4
DSL's & Family Engagement Team	SO1
Pupil Engagement Lead	SO1
Swimming Teacher	Scale 6
Forest School Lead	Scale 6
School Caterers	Scale 4
EYFS Practitioners	Scale 6
Sports Coaches	Scale 5 & 6
Moving & Handling Leads	Scale 4
School Cleaners	Scale 1