



BDMAT
Birmingham Diocesan
Multi-Academy Trust

Pay Policy

2019 - 2020

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Definitions:

- Headteacher also means Head of School
- School also means Academy or Academies,
- Governors – also means Trustees or Directors
- Pay Body – Birmingham Diocesan Multi-Academy Trust (BDMAT)
- Chair of the pay body – this is also the Chair of the Board of Directors of BDMAT
- BDMAT – Birmingham Diocesan Multi-Academy Trust
- EPM – Educational Personnel Management (our HR / pay roll provider)
- LAB – Local Academy Board
- STPC – School Teachers' Pay and Conditions
- TLR – Teaching and Learning Responsibility
- HTG – Headteacher Group
- HTPR – Headteacher Pay Range
- CPD – Continuous Professional Development
- ITT – Initial Teacher Training
- Central Employed Staff – staff who do not work in schools but are located at Colmore Row
- Strategic Leaders / Executive Headteachers – headteachers who have responsibility for more than one school

1.0 Introduction

1.1 September 2019 Pay Award: The minimum and maximum of the pay ranges and allowances for the September 2019 pay award are set out in the School Teacher's Pay and Conditions document 2019 (STPC document).

1.2 Decisions about teachers' pay progression must be linked to the appraisal (or performance management) policy and are based on criteria set out in BDMAT's Pay Policy 2019/2020.

1.3 The Pay Body will operate the pay policy as the 'relevant body', as defined in the STPC document, and for the pay arrangements agreed for all the support staff which will:

- grade posts appropriately within the conditions of employment identified in the current STPC document and the conditions of service for support staff employed by the Pay Body;
- take into account pay relativities between posts within the teachers of the Pay Body and support staff of the Pay Body;
- ensure that the annual appraisal of all teaching staff, including those absent from duty for any reason, is fairly and properly conducted in accordance with the school's appraisal policy as soon as possible, by 31 October 2019 at the latest; 31 December 2019 for the headteacher;
- where a pay determination leads or may lead to the start of a period of safeguarding, the Pay Body will give the required written statement of notification as soon as possible and no later than one month after the date of the determination;
- ensure that discretion available under the STPC document is exercised in a fair and equitable manner;
- give recognition to assigned teaching and learning responsibilities, whether for a permanent post, an acting period, or a temporary project (TLR3);
- comply with the salary safeguarding arrangements in the current STPC document; and

- ensure that an appropriate evaluation process is used to determine the salary range for members of support staff.

1.4 This policy statement will be available to the staff of the Pay Body.

1.5 This policy relates to all staff employed by BDMAT. Where teachers or those employed on leadership terms and conditions transferred under TUPE (Transfer of Undertakings (Protection of Employment) Regulations) to BDMAT during the year 2018-19, the appraisal policy in place during 2018-19 will be considered where decisions are made about pay progression and its relationship to performance during the academic year 2018/19.

2.0 Delegation of Decision Making

2.1 Headteacher

- a. Except where otherwise stated, the Pay Body will delegate the day to day management of the policy to the headteacher and local academy board of each school in consultation with the Chair of the Pay Body. Each headteacher will report to the Pay Body those occasions when the delegated responsibility has been exercised in respect of the discretionary elements of the STPC document and the pay provisions for support staff.
- b. The headteacher shall make annual recommendations on the salary of all staff to the appropriate committee of the Pay Body (which will be a delegated committee of each local academy board 'The Review Committee' (see below)). This will include sufficient information for the committee to assess their position with regard to the gender pay gap reporting requirements and public-sector equality duty.
- c. The Pay Body requires that the headteacher has regard to the budget approved by the Trust and the requirements of employment legislation, particularly The Equality Act 2010, (including requirements under the Public Sector Equality Duty and gender pay gap reporting requirements), The Employment Rights Act 1996, The Employment Relations Act 1999 and The Employment Act 2002, as well as The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000, The ACAS Code of Practice (section 199 of the Trade Union and Labour Relations (Consolidation) Act 1992, and The Fixed Term Employees (Prevention of Less

Favourable Treatment) Regulations 2002.

- d. The Pay Body expects the headteacher to seek advice where appropriate from persons engaged by the Pay Body to provide such advice (in the case of BDMAT this is either EPM or the Chief Finance and Operations Officer).

2.2 An appropriate committee structure

- a. The Pay Body will delegate to a committee of governors at a school level, hereafter referred to as the "Review Committee", decisions arising out of this policy and/or the Appraisal Policy. The number of governors on the committee shall normally be 5, of which at least 3 governors shall sit in rotation. No member of the Review Appeals Committee, referred to below, will be a member of the Review Committee. No governor who is employed by the Pay Body may be a member of the Review Committee or the Review Appeals Committee.
- b. The Pay Body will delegate to a committee of governors, hereafter referred to as the "Review Appeal Committee", any appeals by individual members of staff against decisions of the Review Committee in 2.2.1 arising out of this policy or the Appraisal Policy. The number of governors on the committee shall normally be 5, of which at least 3 governors shall sit in rotation. Any appeal will be dealt with before a final decision is reported to the Pay Body.
- c. Meetings of the Review Committee and the Review Appeal Committee will be convened by the clerk to the Local Academy Board. Such meetings will normally be arranged within 20 working days of the date the employee requests the meeting, and 5 working days' notice of the date and time of the meeting will be given.
- d. Those entitled to attend meetings of these committees are outlined in Annex A and B.

2.3 Review of recommendations to, or decisions of, the Review Committee

- a. Prior to making a salary recommendation to the Review Committee the headteacher (or chair of the Appraisal Review Committee in the case of the

headteacher) will inform the employee of their recommendation to the Review Committee and the date this committee will be considering their recommendation.

- b. Whilst there is no right of appeal to the headteacher's recommendation, if the employee does not agree with the recommendation to be made, then they may provide a written statement to the clerk of the Local Academy Board which will be provided to the Review Committee to consider alongside the pay recommendation.
- c. The statement provided by the employee must indicate the reason(s) why they disagree with the recommendation, and must fall within one or more of the following:

That the recommendation:

- incorrectly applied any provision of the appropriate salary and/or appraisal policy;
 - in the case of a teacher, failed to have proper regard for statutory/contractual guidance of the STPC document;
 - failed to take proper account of relevant evidence;
 - took account of irrelevant or inaccurate evidence;
 - was biased; or
 - otherwise unlawfully discriminated against the employee.
- d. The employee will have a minimum of 5 working days' notice between the date they are informed of the recommendation and the date of the meeting of the Review Committee to provide this written statement. The clerk of the Local Academy Board will provide the headteacher (or chair of the headteacher's Appraisal Review Committee, in the case of the headteacher) with a copy of the written statement submitted by the employee prior to the meeting of the Review Committee.

- e. The employee will be notified in writing of the decision made by the Review Committee and their right to meet with that committee in person should they be dissatisfied with the outcome. The decision of the Review Committee will be provided to the employee in writing. The employee will be advised of the right of appeal against the decision of the Review Committee to the Review Appeal Committee (paragraph 2.4 below).
- f. The procedure to be followed for the review hearing is attached at Annex A.

2.4 Appeals against salary or appraisal decisions

- a. The employee may appeal against the decision of the Review Committee within 5 working days of receipt of the determination by notifying the clerk to the Local Academy Board in writing of the reasons for the appeal, which must be as stated in paragraph 2.3.2 above.
- b. The decision of the Review Appeal Committee shall be final. Once any appeal has been resolved, the final decisions regarding the assessment of salaries shall be reported to the Pay Body.
- c. The procedure to be followed for the appeal is attached at Annex B of this policy.

2.5 Threshold application

- a. An application must be made by *31st October* and submitted to the headteacher
- b. A successful applicant will progress to a point 1 on the upper pay range determined by the headteacher from *1st September* from which progression to the upper pay range will be paid.
- c. A successful applicant will have demonstrated through the appraisal process:
 - that s/he is highly competent in all elements of the relevant standards; and
 - that his/her achievements and contributions are substantial and sustained.

(See Annex C for the Pay Body's definition of "highly competent" and "substantial and sustained")

- d. The headteacher shall inform the teacher of the recommendation to be made to

the Review Committee regarding the threshold application as soon as possible after the closing date has passed. The headteacher shall provide oral feedback on the relevant criteria indicated or, in the case of unsuccessful application, in writing on the original application form. Feedback shall also include advice on aspects of performance that would benefit from further development. The process to be followed where the employee does not agree with the recommendation is as outlined in paragraph 2.3 to 2.4.

- e. Upper pay range decisions will only apply to posts under the employment of this Pay Body.

2.6 Statement of salary

- a. Salary assessment forms will be issued to confirm salary determinations.

2.7 The Chair of Pay Body

- a. The Chair of the Pay Body will be available to the headteacher for consultation on those matters of this policy delegated to the headteacher. In this instance the Chair of Pay Body will not be a member of Review Committee or Review Appeal Committee.

2.8 The Appraisal Review Committee for the Headteacher's Performance Review

- a. The Pay Body will delegate 2 governors, none of whom shall be employees of the Pay Body, to carry out the appraisal review for the Headteacher. The delegated governors may be supported by the CEO or a BDMAT officer appointed by the Pay Body. The agreed performance objectives and indicators/measures maybe referred for moderation to the Chair of the Pay Body.
- b. It is the stated wish of the Pay Body that the delegated governors should be appropriately trained.

3.0 Exercise of Discretion Under the STPC Document

3.1 Starting Salary of New Classroom Teacher Appointments.

- a. When advertising a teaching post, the Pay Body or delegated committee will identify the range of salaries the Pay Body is prepared to pay , subject to qualifications and experience. The Pay Body will not normally agree to match current/previous salaries without first considering the merits of the application and the salary of teachers employed by the Pay Body.
- b. Where the headteacher or selection panel regards a teacher has relevant teaching experience, or non-teaching experience which is **directly relevant** to the post being offered, then an appropriate salary will be offered within the advertised range.
- c. The headteacher will provide a statement for the appropriate committee of the Pay Body (a committee of governors on the local academy board) detailing the reasons the salary has been awarded, together with the position on the appropriate range in the Pay Body's salary structure.

3.2 Calculation of part-time teachers' salaries

- a. The Pay Body will ensure that all part time teachers employed by the Pay Body will have their salaries calculated in accordance with the STPC document and the "pro rata principle", except where a part time teacher is awarded a TLR3.
- b. The Pay Body will ensure that the total amount of time for which a part time teacher may be directed is calculated in accordance with the STPC Document and the "pro rata principle".
- c. All part time teachers will be advised of the way in which their salary and directed time are calculated.

3.3 Recruitment/retention incentives

- a. The Pay Body may have a policy with regard to any payment of recruitment/retention incentives or benefits in accordance with paragraph 27 of the STPC document.
- b. The policy adopted by the Pay Body will be made known to staff and set out as

Annex D to this policy.

3.4 Staffing Structure

a. The headteacher will annually recommend to the Pay Body (through submission of their annual budget to the Chief Finance and Operations Officer) a staffing structure for the School that:

- takes account of any financial limits determined by the Pay Body or delegated committees;
- identifies the posts to which allowances will be allocated for permanent Teaching and Learning Responsibilities (TLR), in accordance with the requirements of the STPC document;
- will determine the value of any TLR post that is to be paid for a short-term period. A statement identifying a payment within the range for TLR3, the length of time for which it will be paid, and the reason for the short-term payment will be provided to the appropriate committee of the Pay Body.
- identifies the level of allowance to be allocated to each permanent TLR post between the minimum and maximum limits set out for each TLR in the STPC document, and the different levels that may be paid within each TLR in the staffing structure in accordance with the STPC document;
- identifies the level of salary to be allocated to any Leading Practitioner posts together with the salary ranges to be assigned to each post;
- identifies posts to be paid on the Leadership Group pay range together with the salary ranges assigned to each post;
- identifies any post to which a salary from the Special Educational Needs range of salaries will be allocated together with the level of each allowance to be paid;
- identifies the staffing structure for support staff posts together with the evaluated salary range assigned to each post.

b. The pay ranges approved by the Pay Body shall be published with this pay policy.

Each school will produce their own staffing structure document to accompany this policy.

- c. In the event that the recommendation contains changes in the staffing structure that will directly impact on staff employed by the Pay Body, staff and recognised trade unions will be informed and consulted before the final salary structure is published.

3.5 Special Educational Needs

- a. The Pay Body will award an allowance to any teacher who satisfies the requirement of the STPC Document, paragraph 21.
- b. The post and allowance(s) will be identified in the staffing structure and will be spot salaries selected from the SEN range. The value of allowances should be based on whether any mandatory qualifications are required, other qualifications and expertise relevant for the post and the relative demands of the post.

3.6 Awards for performance progression to teachers paid on the main pay range, the upper pay range or unqualified teachers' pay range (pay progression will be linked to assessment of performance, as determined under the appraisal policy).

- a. At the time of the annual assessment of teachers' salaries referred to in paragraph 6 of this policy, the Review Committee will consider written recommendations from the headteacher that a teacher be paid a higher salary on the classroom teachers' main pay range as determined by the Pay Body, or the upper pay range, depending on which range the teacher is currently paid. The headteacher will also provide written reasons why any teacher should not progress on either range. (Please note comments under section 2.1.2).
- b. In 2018-2019 any recommendations for progression to a higher salary made by the headteacher shall be in respect of the teacher's performance during the previous year measured against the performance review under the previous school's appraisal policy before transfer into BDMAT, with particular reference to

the achievement of objectives identified in Annex E and their individual performance management objectives set at their last review. Recommendations for increases in pay will be differentiated in order that any increase is clearly attributable to the performance of each teacher.

- c. A teacher on the main pay range whose performance meets the criteria set out in Annex E could reasonably expect to reach the maximum of the range after five years. The Headteacher may recommend that there will be no progression on the range in a given year where the outcome of the appraisal does not warrant progression. A newly qualified teacher who achieves the required standards at the end of induction will normally progress to the second point on the main pay range from the following September in accordance with paragraph 2.3
- d. Where a teacher has been absent through long term illness or on maternity leave (or other long-term leave) the headteacher will ensure that a performance review has been conducted. In the event that a review cannot be conducted until the teacher returns to school the headteacher will conduct a review following the teacher's return. If the recommendation is to pay the teacher on a higher salary on the appropriate pay range the award may be backdated to the date on which the award would normally have been paid.

4.0 Strategic Leaders / Executive Headteachers

- 4.1 The Pay Body may decide to include strategic leaders / executive headteacher post(s) in the structure where it receives a recommendation from the CEO to consider such a post.
- 4.2 Where a Strategic/Executive Head is appointed the Pay Body shall select an individual post range on the pay range designed for Headteachers England and Wales.
- 4.3 At the time of the annual assessment of teachers' salaries referred to in paragraph 7 of this policy, the Review Committee will consider recommendations from the CEO that any strategic/executive Head be paid a higher salary subject to the

maximum of the individual range. The criteria on which such a recommendation will be based is set out in Annex G.

5.0 Leading Practitioner Posts

5.1 Where a Leading Practitioner is appointed the Pay Body shall select an individual post range on the pay range designated for Leading Practitioners.

5.2 At the time of the annual assessment of teachers' salaries referred to in paragraph 6 of this policy, the Review Committee will consider recommendations from the headteacher / CEO that any leading practitioner be paid a higher salary subject to the maximum of the individual range. The criteria on which such a recommendation will be based is set out in Annex F.

6.0 The Leadership Group (See Annex G)

6.1 Deputy and Assistant Headteachers:

The Pay Body, following consideration of the relevant criteria set out in the STPC document, will determine the pay range for a newly appointed deputy.

Headteacher or Assistant Headteacher's salary:

At the time of appointing a new deputy headteacher or assistant headteacher the selection panel of the Pay body making the new appointment shall determine the salary point on the pay range. The selection panel shall have regard to advice available from persons engaged by the Pay body.

6.2 Awards for performance to Deputy and Assistant Heads

- a. At the time of the annual assessment of teachers' salaries referred to in paragraph 6 of this policy, the Review Committee will consider recommendations from the headteacher that any deputy or assistant headteacher be paid additional points subject to the maximum of the range. The Pay Body expects that the objectives for a deputy or assistant headteacher will have become progressively challenging as the teacher has gained experience in the role.

- b. Where there are substantial difficulties in retaining the services of a current deputy or assistant headteacher the Pay body may decide to change the salary range in accordance with the STPC document. Only in exceptional circumstances may the deputy or assistant headteacher's range overlap the headteacher's pay range.

7.0 Annual Assessment of the Salary of Teachers

7.1 Annual Assessments

- 7.2 On or before 1 September of each year, or as soon as possible thereafter, the headteacher will carry out an annual assessment of salary for each teacher, including deputy and assistant headteachers, leading practitioners and unqualified teachers employed in the school.

- 7.3 The Review Committee will receive the pay recommendations from the headteacher by 31 October of the current year at the latest, awards will be backdated to 1 September of the current year.

8.0 Determination of Leadership Group Salaries

- 8.1 Group of the School; Headteacher Pay Range (HTPR) and pay ranges for other members of the Leadership Group. For the purposes of determining the group of the school by which the HTPR is identified, the Pay Body will re-calculate annually the appropriate unit total of the School.

- a. The Pay Body will assign the school to the appropriate Headteacher Group (HTG) whenever a new headteacher is to be appointed and on such occasions as the Pay Body sees fit. The headteacher may make representations to the Finance and Resources Committee or the director of BDMAT to consider assigning the School to a new HTG.
- b. If the Pay Body changes the group of the school having re-calculated the unit total, the Pay Body will identify a HTPR which will ensure that the minimum of the HTPR is not below the minimum of the salary range for the HTG.

- c. The HTPR of the school shall be a range of consecutive salary points selected by

the Pay Body within the HTG range for the school.

- d. The Recruitment Selection Committee, set up to appoint a new headteacher, shall determine the salary point on the HTPR to be paid, ensuring that there is room for salary progression to be determined by subsequent performance. The Recruitment Selection Committee shall have regard to advice available from persons engaged by the Pay Body.
- e. In the event that the Pay Body agrees to the headteacher also being made the headteacher of another school on a permanent basis, the headteacher's salary will be determined in accordance with STPC document (paragraph 6.6).
- f. Where such a decision is made then the Pay Body will also review the salary ranges of any other teachers affected by the arrangement by increased responsibilities. Where such arrangements are temporary the safeguarding provisions will not apply.
- g. The Pay ranges for a deputy or assistant headteacher shall be determined with reference to the school's HTPR as defined by the STPC document.

8.2 Annual Review of Headteacher's salary

- a. At the beginning of each academic year, or at any such time as the Pay Body (in consultation with the Headteacher) may decide, the Appraisal Review Committee referred to in 2.8 will agree with the headteacher or (in the absence of agreement) set performance objectives together with performance indicators/measures appropriate to each objective. The performance objectives will reflect priorities identified in the school's development plan and / or the MAT development plan.
- b. The CEO or another designated adviser appointed by BDMAT will support the Appraisal Review Committee in carrying out the annual performance review of the Headteacher. The performance review and review statement will be conducted in accordance with the Pay Body's Appraisal Policy.

- c. In the Autumn Term of each year, (or where determined differently by the Pay



Body as referred to in 7.2.1 above, in the half term immediately prior to the anniversary of the setting of the performance criteria), the Review Committee will receive recommendations from the Appraisal Review Committee (having consulted the Chair of Pay Body (delegated to the CEO), if s/he is not an Appraisal Review governor) regarding the salary of the headteacher. The recommendation shall reflect the Appraisal Review Committee views based on the outcomes of the annual performance review and the Chair of Pay Body's view of the Headteacher's overall performance during the year (delegated to the CEO). Any recommendation for progression within the HTPR will identify the recommended number of points proposed. The headteacher will be advised of the proposed recommendation and may make a written response to the recommendation.

- d. The recommendation for the headteacher will be made in a written statement to the Review Committee, giving reasons for the recommendation and the level of salary that it is recommended should be paid from 1st September, including any additional payments as identified in the STPC document, paragraph 10. The Review Committee will consider the recommendation, together with any written response from the headteacher, and inform the headteacher in writing by providing a salary statement, by 31 December, to be backdated to 1 September. The headteacher will not be entitled to attend the meeting of the Review Committee.
- e. If the headteacher wishes to seek a review of the decision of the Review Committee regarding his/her pay , s/he may do so in accordance with the procedure set out in paragraph 2.3 of this policy. The headteacher will have right of appeal against the decision of the Review Committee in accordance with the procedure set out in paragraph 2.4 of this policy.

8.3 Determination of discretionary payments to headteachers

- a. The Pay Body may decide to pay additional payments to the headteacher in accordance with paragraphs 10 of the STPC document.
- b. Where a decision is made to increase the headteacher's salary beyond the

maximum of the appropriate HTG determined in accordance with paragraph 7.2.4 above, the total sum of all payments made to the Headteacher referred to in 7.3.1 will not exceed 25 per cent of the maximum of the HTG, except in wholly exceptional circumstances, which will be approved by the Pay Body. Exceptional circumstances will include BDMAT honouring current arrangements for headteachers who transfer into BDMAT under TUPE (Transfer of Undertakings (Protection of Employment) Regulations) during the academic year 2018 – 2019 during the academic year 2018-2019

- c. In the event that it is considered necessary to exercise the provision set out in 7.3.2 above the Pay Body will take external independent advice from our HR Consultants (EPM) in accordance with paragraph 9.3 of the STPC document before agreeing to such a decision.

8.4 Acting up Allowances

- a. If, during any absence of the headteacher, deputy or assistant headteacher or a TLR post holder, the acting appointment is made and maintained for a period then the Pay Body will consider within four weeks of the acting appointment whether or not the teacher shall be paid an acting allowance calculated in accordance with below. If no allowance is paid the Pay Body may reconsider the position at any time.
- b. In the prolonged absence of the headteacher, a deputy headteacher, an assistant headteacher or a TLR post holder, the Pay Body may appoint a teacher to act up during the absence of the post holder. From the date that the Pay Body considers it necessary to make an acting appointment, an allowance will be paid equal to the difference between the salary currently paid to the person appointed to act up and a point considered appropriate by the Pay Body. The relevant conditions of service detailed within the STPC document will apply to any person in receipt of such an acting allowance.

9.0 Additional Payments for Teaching Staff

- 9.1 In the event that the headteacher, following consultation with the teacher(s) affected, requests teachers to undertake:

CPD undertaken outside of the school day;

- Activities relating to the provision of ITT as part of the ordinary conduct of the school day; or
- Out of school hours learning activities.

Then payments as below will be made to teachers agreeing to participate in such activities only where these arrangements were in place for individual teachers transferring into BDMAT during the 2018-2019 academic year. Should a different payment to that below have been agreed then it will continue to be honoured. No new payments will be offered from 1st from September 2018.

- 9.2 The daily rate pay able to each teacher undertaking such CPD or ITT activities will be determined by the Pay Body. Periods of less than a day will be paid pro rata.

- 9.3 Where additional responsibilities and activities are undertaken by a teacher resulting from the Headteacher having responsibility for more than one School, as provided for in paragraph 7.1.7 of this policy, the Review Committee of the Pay body will review the teacher's salary to reflect the additional responsibilities and activities. The decision of the Review Committee will be reported to the next meeting of the Pay Body.

10.0 Unqualified Teachers

- 10.1 The Pay Body may employ unqualified teachers/instructors in the School. Such unqualified teachers will be paid in accordance with paragraph 17 of the STPC document.

- 10.2 The point on the Pay Body's unqualified teacher range, within the maximum and minimum of the range as set out in paragraph 17 of the STPC Document, at which a new appointment will be paid, will be determined by the headteacher, in consultation with the chair of the Local Academy Board, and will take account of the qualifications and experience considered to be relevant to the post.

- 10.3 In addition to the appropriate point on the unqualified teachers' pay range the headteacher, in consultation with the chair of the Local Academy Board, may award an additional annual allowance in accordance with paragraph 22 of the STPC document to a person appointed as an unqualified teacher who either takes on a sustained additional responsibility, which is focussed on teaching and learning and requires the exercise of a teacher's professional skills and judgement, or who the headteacher and chair of the Local Academy Board believes has additional qualifications and/or experience to warrant such an award. The headteacher will report any award of such an allowance to the Review Committee of the Pay Body (a committee of the Local Academy Board).
- 10.4 The arrangements for salary progression and salary safeguarding for teachers also apply to unqualified teachers.

11.0 Salaries of Support Staff

- 11.1 On appointing a member of the support staff the job description determined for the post will be evaluated in accordance with the adopted scheme. Advice on appropriate evaluation processes will be sought from persons engaged by the Pay Body.
- 11.2 The headteacher, in consultation with the chair of the Pay Body, will determine the appropriate point on the evaluated range having regard to:
- relevant qualifications and/or competencies; and
 - recruitment/retention needs of the school in respect of the post.

The decision of the headteacher will be reported to the Review Committee.

- 11.3 If at any time the headteacher, in consultation with the chair of the Pay Body, considers that a member of the support staff is being asked to undertake increased or decreased responsibilities on a permanent basis, the job description may be re-evaluated. If the evaluation provides for a higher salary that salary will be paid to the post holder from a date determined by the headteacher and, in the case of a temporary increase in responsibility, the date to which the new salary

will be paid will also be stated. In the event that the evaluation provides for a lower salary the employee will be entitled to salary safeguarding for a period in accordance with the pay body's policy). The new salary level will be reported to the Review Committee at its next meeting.

- 11.4 At the time of making the annual assessment of the teachers' salaries the headteacher may also make any recommendation to the Review Committee in respect of the salary of any member of the support staff. Where the Headteacher considers it appropriate a recommendation to the Review Committee that a named member(s) of the support staff shall be awarded an honorarium for the excellence of his/her performance during the previous year. The honorarium may either be paid as a lump sum payment at the next salary payment after the Review Committee's decision, or as a 1/12 increase in monthly salary over the next year.
- 11.5 If any member of support staff wishes to appeal against their salary level they may ask for a re-evaluation of their job description. In the event that a member of the support staff decides to appeal against a decision of the Review Committee under paragraph 2.4 above, then s/he shall enter a formal written statement of appeal. The appeal shall be heard by the Review Appeal Committee referred to in paragraph 2.2.2 above.

12.0 Salaries of Central Team

- 12.1 On appointing a member of the central staff the job description determined for the post will be evaluated in accordance with the adopted scheme. Advice on appropriate evaluation processes will be sought from persons engaged by the Pay body. For the Central Team, the Finance and Resources Committee will act as the Pay Body.
- 12.2 The CEO or delegated Director, in consultation with the Chair of the Pay Body, will determine the appropriate point on the evaluated range having regard to:

- relevant qualifications and/or competencies; and
- recruitment/retention needs of the central team in respect of the post.

The decision of the CEO will be reported to the Review Committee.

12.3 If at any time the CEO or delegated director, in consultation with the Chair of the pay body, considers that a member of the central staff is being asked to undertake increased or decreased responsibilities on a permanent basis, the job description may be re-evaluated. If the evaluation provides for a higher salary that salary will be paid to the post holder from a date determined by the CEO or delegated director and, in the case of a temporary increase in responsibility, the date to which the new salary will be paid will also be stated. In the event that the evaluation provides for a lower salary the employee will be entitled to salary safeguarding for a period in accordance with the pay body's policy. The new salary level will be reported to the Review Committee at its next meeting.

12.4 At the time of the annual assessment of central office staff salaries (usually undertaken on the anniversary of the member of staff working in the central team), the pay body will consider recommendations from the CEO or delegated director and should be based on the inflationary pay rise increase agreed for support staff in Birmingham City Council for non-executive level staff. Executive level pay increases should be in line with the national agreed inflationary percentage increase for Leadership grades.

13.0 Salary Sacrifice Scheme

13.1 The Pay Body will support and encourage any salary sacrifice scheme as identified in the STPC document paragraphs 28 and made available by the pay body, from which teachers or support staff employed in the school benefit where there is no additional cost to the pay body's budget.**

14.0 Review of the Policy

14.1 The Pay Body will review this policy annually or on any occasion when it is requested to do so by the headteacher.

- 14.2 The Pay Body will consult with the staff and the recognised trade unions at the time of the annual or any other review of the policy.
- ** Pay Bodies should be aware that there will be a cost when an employee in receipt of child care vouchers is on maternity leave and is no longer receiving contractual pay .

Annex A

(This procedure complies with the guidance of the Secretary of State 'Implementing your School's Approach to Pay')

Procedure for a review of a salary determination by the Review Committee of the pay Body

1. Case for the employee

The employee is entitled to be accompanied by a representative of his/her trade union or a workplace colleague.

The employee or representative:

- a) Presents the employee's written application for the review.
- b) The members of the Review Committee may ask questions of the employee.

2. The Chair of the Review Committee:

- a) Explains the process and evidence used to come to the recommendation/decision under review with reference to the written statement of reasons for the recommendation/decision previously provided to the employee.
- b) If the Review Committee has asked the Headteacher (or a governor as referred to in note 3 below) to be present at the hearing the Headteacher (or governor) may be asked questions by members of the Review Committee, and the employee or representative.

3. Summing up and withdrawal

- a) The employee, or representative, has the opportunity to sum up his/her case if s/he so wishes.
- b) All persons other than the members of the Review Committee and the adviser (See note 5 below), are then required to withdraw.

4. Review Committee Decision

- a) The Review Committee and the person who is advising, (other than the Headteacher or a governor) are to deliberate in private, only recalling other persons to clear points of uncertainty on evidence already given. Any recall will involve both parties.

- b) The chair of the Review Committee will announce the decision of the review to the employee, which will be confirmed in writing within 5 working days.

Notes:

1. For the purposes of the review, the Review Committee and the employee will have the following documents:
 - The written statement of reasons for the recommendation/decision previously provided to the employee.
 - The written statement of reasons for the application for the review from the employee. (The grounds for the appeal must comply with paragraph 2.3.2 of the pay policy).
 - Any additional documents to be used at the review hearing which must be provided to the other party at least 48 hours before the commencement of the hearing.

2. For the purposes of the review, the Review Committee may ask the Headteacher (or in accordance with note 3 below, a governor) to be present. In that event the Headteacher (or governor) may also be asked questions by the members of the Review Committee and by the employee or his/her representative. The Headteacher (or governor) may **not** be involved in the decision of the Review Committee.

3. Where the headteacher has asked for the review the Review Committee may ask the chair of the Pay Body or a representative of the governors referred to in 2.8.1 above to be present.

4. The Review Committee may have an adviser present.
5. The review is **not** an appeal against the recommendation/decision.

Annex B

(This procedure complies with the guidance of the Secretary of State 'Implementing your School's Approach to Pay')

Procedure for an appeal against a salary decision of the Review Committee to the Review Appeal Committee of the Pay Body

1. The appeal of the employee

The employee is entitled to be accompanied by a representative of his/her trade union or a workplace colleague.

The employee or representative:

- a) Introduces the employee's written reasons for the appeal and the representative of the Review Committee and then members of the Review Appeal Committee may ask questions of the employee.
- b) May call witnesses, each of whom will have provided a written statement of the information s/he wishes to give, and each witness may be asked questions by the representative of the Review Committee and then by the Review Appeal Committee.

2. The response of the Review Committee

The representative of the Review Committee:

- a) Explains the process and evidence used to come to the decision being appealed with reference to the written statement of reasons for the decision of the Review Committee previously provided to the employee, and the employee or representative and then members of the Review Appeal Committee may ask questions of the representative of the Review Committee.
- b) May call witnesses, who will have provided a written statement of the information they wish to give, and each witness may be asked questions by the employee or his/her representative and then by the Review Appeal Committee.

3. Summing up and withdrawal

- a) The representative of the Review Committee has the opportunity to sum up if s/he so wishes.
- b) The employee, or representative, has the opportunity to sum up his/her case if s/he so wishes.
- c) All persons other than the Review Appeal Committee and its adviser (see note 4 below) are then required to withdraw.

4. Review Appeal Committee Decision

- a) The Review Appeal Committee and adviser are to deliberate in private, only recalling the parties to clear points of uncertainty on evidence already given. Any recall must involve both parties.
- b) The chair of the Review Appeal Committee will announce the decision to the employee, which will be confirmed in writing.

Notes:

1. For the purposes of the appeal, the Review Appeal Committee will have the following documents:

The written statement of reasons for the Review Committee decision previously provided to the employee.

The written statement of reasons for the appeal from the employee. (The grounds for the appeal must comply with paragraph 2.3.2 of the pay policy).

Any additional documents to be used at the appeal hearing which must be provided to the other party at least 48 hours before the commencement of the hearing.

2. For the purposes of the appeal, the Review Committee representative may call the headteacher (or in accordance with note 3 below, a governor) as a witness for the Review Committee. In that event the headteacher (or governor) may be questioned as a witness.
3. Where the headteacher has asked for the review the representative of the Review Committee may call the Chair of Governors and/or one of the governors referred to in paragraph 2.8.1 of the policy above as a witness.
4. The Review Appeal Committee may appoint an adviser who may not be an employee of the Pay Body.

Annex C

Access to the Teacher's Upper Pay Range

Movement to the Upper Pay Range

Any qualified teacher on the main pay range, may apply to be paid on the upper pay range once per year. It is the responsibility of the teacher to decide whether or not they wish to submit an application. Applications must:

- be made on the appropriate application and submitted to the headteacher;
- be submitted by 31st October in each year (consideration will be given to accepting late applications where individual circumstances e.g. absence prevent this deadline being met).

The Criteria

An application will be successful, if the headteacher and the pay body are satisfied that:

- the teacher is highly competent in all elements of the teaching standards; and,
- the teacher's achievements and contribution to the school are substantial and sustained.

In BDMAT, this means that the teacher has consistently:

- demonstrated that they meet all teaching standards, both in terms of teaching and personal and professional conduct, over a sustained period;
- been assessed as meeting their performance management objectives over a sustained period.

and in addition:

- teaching has been rated as good overall, with some outstanding, over a sustained period;
- the teacher has demonstrated over a sustained period an ability to support a high number of pupils to exceed expected levels of progress/achievement;
- the teacher has consistently taken responsibility for identifying and meeting their own

professional development needs and used their learning to improve their own practice and pupils' learning;

- the teacher has demonstrated that they have made an impact on the school beyond their own class/group(s) over a sustained period. This may include:
 - demonstrating an ability to coach, mentor, advise and demonstrate best practice to other teachers to enable them to improve their teaching practice;
 - significantly contributing to policy and practice which has improved teaching and learning across the school.

Sustained means maintained continuously over a period of at least 3 school years (a year being defined as at least 26 weeks work in any academic year). It is normally expected that this will include at least one year at the school, although discretion will be exercised where there is clear and compelling evidence of consistent performance against the criteria at the teacher's previous school.

The school will exercise its discretion to consider performance over a lesser period where a teacher has been absent for some of the relevant period.

The headteacher will assess all applications to be paid on the Upper Pay Range and their recommendation will be considered by the pay body.

The headteacher will use the evidence contained in the teachers' performance management review paperwork to make their assessment.

A teacher who has not been at the school for all of the 3 year assessment period, should provide their performance management review statement(s) from their previous employment with their application.

A teacher may, if they wish, provide additional evidence to support their application, but is not obliged to do so.

The headteacher will discuss their recommendation with the teacher and the pay committee will confirm the decision by 31st December.

Where the application is approved, the teacher will progress to the minimum of the Upper

Pay Range backdated to the 1st September in the year in which they applied.

Where the application is not successful, the headteacher will provide feedback and the teacher will be provided with advice and support through the performance management process to develop their skills with a view to them making a future successful application.

Teachers have the right to appeal any decision not to move them onto the Upper Pay Range (as outlined in the main body of this policy).

The criteria set-out in this paragraph will only apply to those teachers wishing to access the upper-pay scale or progress within the upper-pay scale in 2018-2019.

Annex D

Teachers: recruitment and retention allowances or benefits

BDMAT decided in 2018-2019 it will not use recruitment and retention allowances and benefits.

Annex E

The salary points and progression on the main, upper and unqualified teacher pay ranges

The main pay range for 2019

The salary points for the main pay range 2019 are set out below.

Salary Points on Main Pay Range

M1: £24,373

M2: £26,298

M3: £28,413

M4: £30,599

M5: £33,010

M6: £35,971

Upper pay range:

UPS1: £37,654

UPS2: £39,050

UPS3: £40,490

Annex F

Teachers: Leading Practitioners

The salary points for the Leading Practitioners are set out below:

L6: £46,685

L7: £47,942

L8: £49,048

L9: £50,273

L10: £51,564

Lead Practitioners will work across the BDMAT schools but will initially be based at one of our schools. The amount of outreach work will be discussed and agreed with the CEO (or Head of School Improvement) and in discussion with the headteacher.

The Leading Practitioner will be line managed for their class teaching / school responsibility roles via their headteacher and for their outreach work by the CEO (or Head of School Improvement). Appraisal will be undertaken by the CEO (or Head of School Improvement), in consultation with the headteacher where the teacher is based.

Progression on the Leadership pay range will be determined by successful completion of the employee's performance management objectives. These objectives will include evidence that the Leading Practitioner is having an impact on improving standards and / or provision outside of their own school.

Annex G

Salary ranges and arrangements for teachers paid on the leadership group range, including strategic leaders and executive headteachers

This annex should be completed by the individual Local Academy Boards. It should set out the salary ranges and arrangements for teachers paid on the leadership group pay ranges.

The Pay Body will need to consider whether paragraph 9.3 of the STPC Document applies to the circumstances of the Headteacher.

The maximum of the deputy and assistant headteacher must not exceed the maximum of the HTG.

Changes to the determination of leadership group pay under the STPC Document (paragraphs 4 to 11) should only be applied to individuals appointed to a leadership post **on or after 1 September 2014**, or whose responsibilities have significantly changed after that date.

The Pay Body may choose to review the pay of all of its leadership posts under these arrangements, if they determine that this is required to maintain consistency, either with pay arrangements for new appointments to the Leadership Group made on or after 1st September 2014, or with pay arrangements for a member or members of the leadership group whose responsibilities significantly changed on or after that date.

Under the STPC document, the Governing Body, in deciding the implementation of the arrangements above, may determine the extent and the size of the salary ranges for the Headteacher's Salary Range (HTPR), the deputy head and assistant head.

Questions for the local Body:

Is the Local Academy Board (LAB) intending to appoint a new member of the Leadership Group, or amend the salary where a Leadership Post has significantly changed on or after 1st September 2014, and re-determine the salary?

If the answer is **no**, then the LAB should confirm the Leadership Pay Ranges as indicated

above. The LAB **may** wish to consider question h below in advance of the setting of performance objectives for the leadership group for this academic year.

If the answer is **yes**, then the LABs must decide:

- a) Within which headteacher group will the headteacher pay range be set?
- b) How many consecutive points will be in the HTPR?
- c) How many consecutive points will be in the deputy/assistant head ranges?
- d) Will this be the same for all deputy/assistant head ranges?
- e) Are there exceptional circumstances so that the deputy/assistant head ranges overlap the HTG?
- f) What parameters will the LAB identify for the point on which a newly appointed member of the Leadership Group may be paid?
- g) Under what circumstances, if any, will the LAB consider paying the headteacher a salary up to 25% above the maximum of the Headteacher Teacher Group (HTG)?
- h) What recommendations will the LAB consider regarding the number of points progression for headteacher/deputy/assistant heads following a successful performance review?

The pay Body (delegated to the Local Academy Board) may decide to review the salary arrangements for the Leadership Group at any time.

Annex H

TLR values for staff awarded a TLR in academic year 2019 – 2020

TLR 1	Min £8,069
	Max £13,654
TLR 2	Min £2,796
	Max £6,829
TLR 3	£555
	£2,757