



Centrally
Employed
Teachers
Pay
Policy

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Signed;

Date:

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Statement of Intent

Section 3 of the School Teachers' Pay and Conditions Document places a statutory duty on the Council to have a pay policy for centrally employed teaching staff, including appeals against pay determinations.

The Council seeks to ensure that all centrally employed teachers are valued and receive proper recognition and remuneration for their work and their contribution to education across Sefton.

SECTION 1. INTRODUCTION

1. This policy sets out the framework for making decisions on centrally employed teachers' pay. It has been developed to comply with current legislation and the requirements of the current School Teachers' Pay and Conditions Document ("**the Document**") and has been consulted on with staff and/or the recognised trade unions.
2. In adopting this pay policy, the aim is to:
 - a. maximise the quality of teaching and learning
 - b. support the recruitment and retention of a high-quality teacher workforce
 - c. enable the council to recognise and reward teachers appropriately for their contribution to education across Sefton
 - d. help to ensure that decisions on pay are managed in a fair, just and transparent way.
3. Pay decisions for Centrally Employed Teachers within Sefton are made by the Local Authority who have delegated certain responsibilities and decision-making powers to the Head of Education Excellence as set out in appendix 4. The Head of Education Excellence is responsible for the administration and review of the pay policy, subject to the approval of the relevant body, and has full authority to take pay decisions on behalf of the relevant body in accordance with this policy.

The relevant Service Manager is responsible for advising the Head of Education Excellence on their decisions.

SECTION 2. RESPONSIBILITIES/OBLIGATIONS

1. Local Authority

- i. The Local Authority will fulfil its obligations to:
 - a. **Teachers** who are centrally employed as set out in the current School Teachers' Pay and Conditions Document ("**the Document**") and the current Conditions of Service for School Teachers in England and Wales ("**the Burgundy Book**").
- ii. The governing body will need to consider any updated pay policy and assure themselves that appropriate arrangements for linking teacher's appraisal to pay are in place, can be applied consistently and that their pay decisions can be objectively justified.
- iii. The Local Authority will ensure that it makes funds available to support pay decisions, in accordance with this pay policy (see Section 4, Page 8-9) and its budgetary requirements.
- iv. The Local Authority will monitor the outcomes of pay decisions, including the extent to which different groups of teachers who are centrally employed may progress at different rates, ensuring their continued compliance with equalities legislation.

2. Head of Education Excellence Obligations

- i. The Head of Education Excellence will:
 - a. develop clear arrangements for linking teacher appraisal to pay progression and consult with staff and union representatives on the appraisal and pay policies.
 - b. submit any updated appraisal and pay policies to the Local Authority for approval;

- c. ensure that effective appraisal arrangements are in place and that any appraisers have the knowledge and skills to apply procedures fairly;
- d. ensure there is sufficient information upon which to make pay decisions.
- e. ensure that teachers are informed about decisions reached; and that records are kept of recommendations and decisions made.

3. Teachers' Obligations

- i. A teacher will:
 - a. engage with appraisal; this includes working with their appraiser to ensure that there is a secure evidence base for an annual pay determination to be made;
 - b. keep records of their objectives and review them throughout the appraisal process;
 - c. share any evidence they consider relevant as agreed with their appraiser;
 - d. ensure they have an annual review of their performance.

4. Differentials

Appropriate differentials will be created and maintained between posts within Sefton MBC, recognising accountability and job weight, and the Local Authorities need to recruit, retain and motivate enough employees of the required quality at all levels.

5. Discretionary Pay Awards

Criteria for the use of pay discretions are set out in this policy and discretionary awards of additional pay will only be made in accordance with these criteria.

6. Safeguarding

Where a pay determination leads or may lead to the start of a period of safeguarding, the Local Authority will comply with the relevant provisions of the Document and will give the required notification as soon as possible and no later than one month after the determination.

7. Procedures

- i.** Local Authority body will determine the annual pay budget on the recommendation of the Head of Education Excellence (see appendix 4), considering paragraph 19 of the Document. The Local Authority will aim to ensure that appropriate funding is allocated for pay progression for all eligible teachers in the spirit of this pay policy.
- ii.** The terms of reference for the Head of Education Excellence in relations to responsibilities under this policy will be determined from time to time by the Local Authority. The current terms of reference are:
 - a.** to achieve the aims of the pay policy for centrally employed teachers in a fair and equal manner.
 - b.** to apply the criteria set by the pay policy for centrally employed teachers in determining the pay of each member of staff at the annual review.
 - c.** to observe all statutory and contractual obligations;
 - d.** to minute clearly the reasons for all decisions and report the fact of these decisions to the Local Authority.

- e. to recommend to the Local Authority the annual budget needed for pay, bearing in mind the need to ensure the availability of monies to support any exercise of pay discretion.
- f. to keep abreast of relevant developments and to advise the Local Authority when the school's pay policy needs to be revised.
- g. to work with the relevant Service Manager in ensuring that the Local Authority complies with the Appraisal Regulations 2012 (teachers).
- h. The report of the Head of Education Excellence will either be received or referred back. Reference back may occur only if the Head of Education Excellence has exceeded its powers under the policy.

8. Appeals procedure

The Local Authority has an appeals procedure in relation to pay in accordance with the provisions of paragraph 2.1(b) of the Document. This is set out at appendix 5 of this policy.

SECTION 3. PAY REVIEWS

1. The Local Authority will ensure that each teacher's salary is reviewed annually, with effect from 1 September and no later than 31 October each year (31st December for headteachers), and that all teachers are given a written statement setting out their salary and any other financial benefits to which they are entitled in accordance with paragraph 3.4 of the Document. An instruction to amend pay from the relevant date will be issued immediately after the time limit for the lodging of an appeal has passed, or immediately after an appeal has been concluded.

2. Reviews may take place at other times of the year to reflect any changes in circumstances or job description that lead to a change in the basis for calculating an individual's pay. A written statement (appendix 3) will be given after any review and where applicable will give information about the basis on which it was made.
3. Where a pay determination leads or may lead to the start of a period of safeguarding, the Local Authority will comply with Section 2 Paragraph 6 of this policy.
4. All pay decisions will be made on objective criteria so that there is no discriminatory effect on any teacher or group of teachers with a particular protected characteristic under the Equality Act 2010.
5. The Local Authority will also comply with the following equalities legislation:
 - a. Employment Relations Act 1999
 - b. Equality Act 2010
 - c. Employment Rights Act 1996
 - d. The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
 - e. The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002
 - f. The Agency Workers Regulations 2010
6. The Local Authority will promote equality in all aspects of school life, particularly as regards all decisions on advertising of posts, appointing, promoting and paying staff, training and staff development.

SECTION 4. BASIC PAY DETERMINATION ON APPOINTMENT

1. The Local Authority 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.
2. In making such determinations, the Local Authority may take into account a range of factors, including:
 - the nature of the post
 - the level of qualifications, skills and experience required
 - market conditions
 - the wider business context

This is not exhaustive and may not be applicable to all appointments.
3. The Local Authority can take the decision to honour pay portability, however, it should not be assumed that a teacher will automatically be paid at the same rate as they were being paid in by a previous employer.
4. Pay Ranges can be found at appendix 1

SECTION 5: LEADERSHIP PAY

1. Headteacher Pay - Pay on appointment

- i. For appointments on or after 1 September 2022, the Local Authority will determine the pay range to be advertised and agree pay on appointment, taking account of the full role of the headteacher (Part 7) and in accordance

with paragraphs 9.1 to 9.4 of the Document and paragraphs 8 to 28 of its guidance (section 3):

- a. the Head of Education Excellence will review the head's range in accordance the Document part 2.
- i. the Head of Education Excellence will consider the need to award any temporary payments to a headteacher in line with paragraph 10.1 to 10.3 of the Document and will consider using their discretion, in wholly exceptional circumstances, to exceed the 25% limit on discretionary payments, as set out in paragraph 10.4 of the Document. However, before agreeing to do so, it will seek the agreement of the Local Authority which in turn will seek external independent advice before providing such agreement.

2. Serving Headteachers Pay

- i. The Local Authority will determine the salary of a serving headteacher as follows
 - a. the Head of Education Excellence will review the headteacher's pay in accordance with paragraph 11.1 to 11.2 of the Document
 - b. the Head of Education Excellence may determine the head's range within the group range for the school, as at 1 September 2022 or at any time if they consider it is necessary as determined in accordance with paragraph 4.1 to 4.3 of the Document and paragraph 8 of its guidance (section 3).
 - c. the Head of Education Excellence will consider the use of temporary payments, as per the provisions of paragraph 10.1 to 10.3 of the Document.

- ii. The Head of Education Excellence will consider using its discretion, in wholly exceptional circumstances, to exceed the 25% limit on discretionary payments, as set out in paragraph 10.4 of the Document. However, before agreeing to do so, it will seek the agreement of the Local Authority.

3. Deputy/Assistant Headteachers - Pay on appointment

- i. The Local Authority will, when a new appointment needs to be made, determine the pay range to be advertised and agree pay on appointment as follows:
 - a. the Head of Education Excellence will determine a pay range in accordance with paragraph 9.1 and 9.4 of the Document, taking account of the role of the deputy/assistant headteacher set out at paragraphs 48 of the Document;
 - b. the Head of Education Excellence will record its reasons for the determination of the deputy/assistant headteacher pay range, in accordance with paragraph 10 of the Document's guidance (section 3).
 - c. the Head of Education Excellence will exercise its discretion under paragraphs 27 of the Document where there are recruitment issues.

4. Serving deputy/assistant headteachers

- i. The Head of Education Excellence:
 - a. will review pay in accordance with paragraphs 11 of the Document (pay progression for leadership group members) where there has been sustained high quality of performance having regard to the results of

the recent appraisal, and to any recommendation on pay progression recorded in the deputy/assistant head's most recent appraisal report;

- b. will review and, if necessary, re-determine the deputy/assistant headteachers' pay range where there has been a significant change in the responsibilities of the serving deputy/assistant headteacher in accordance with paragraph 10 of the Documents guidance;
- c. may determine the deputy headteacher pay range at any time in accordance with paragraph 3.1 of the Document pursuant with the discretionary provisions of that paragraph and to maintain differentials;

5. Leading Practitioner Posts

- i. The Head of Education Excellence will determine a pay range of £44,523 to £67,685 from minimum to maximum for each leading practitioner post in accordance with paragraph 16.3 of the Document; and paragraphs 33 to 37 of the Documents guidance at section 3.
- ii. The Local Authority will take account of paragraph 16.1 of the Document when determining the role of leading practitioner in this school. Additional duties will be set out in the job description of the leading practitioner and will include:
 - a. a leadership role in developing, implementing and evaluating policies and practices within Sefton that contribute to school improvement;
 - b. the improvement of teaching within Sefton which impact significantly on pupil progress;
 - c. improving the effectiveness of staff and colleagues, particularly in relation to specific areas as agreed.

- iii. With effect from 1 September 2022 the relevant Service Manager will agree appraisal objectives for the leading practitioner.
- iv. The Head of Education Excellence shall have regard to the results of the leading practitioner's appraisal, including the pay recommendation, when exercising any discretion in relation to their pay, in accordance with paragraphs 11 of the Document.
- v. The head of Education Excellence will take account of other evidence. The evidence should show the leading practitioner:
 - a. has made good progress towards their objectives;
 - b. is an exemplar of teaching skills, which should impact significantly on pupil progress within Sefton.
 - c. has made a substantial impact on the effectiveness of staff and colleagues, including any specific elements of practice that have been highlighted as in need of improvement;
 - d. is highly competent in all aspects of the Teachers' Standards;
 - e. has shown strong leadership in developing, implementing and evaluating policies and practice in Sefton that contribute to school improvement.

6. Acting Allowances

- i. Acting allowances are payable to teachers who are assigned and carry out the duties of headteacher, deputy headteacher or assistant headteacher in accordance with paragraphs 23 of the Document. The Head of Education

Excellence will, within a four-week period of the commencement of acting duties, determine whether 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.

- ii. Any teacher, who carries out the duties of headteacher, deputy headteacher, or assistant headteacher, for a period of four weeks or more, will be paid no lower than the minimum of the respective pay range for as long as the acting allowance is paid.

SECTION 6: PAY PROGRESSION BASED ON PERFORMANCE

1. In the Local Authority, all centrally employed teachers can expect to receive regular, constructive feedback on their performance and are subject to annual appraisal that recognises their strengths, informs plans for their future development, and helps to enhance their professional practice. The arrangements for teacher appraisal is set out in the Local Authorities Appraisal Policy for Teachers.
2. All decisions about pay progression for teachers will be made with reference to the teachers' appraisal reports and the pay recommendations that they contain. In the case of Early Career Teachers ('ECT's), whose appraisal arrangements are different, pay decisions will be made by means of the statutory induction process.
3. It will be possible for a 'no progression' determination to be made without recourse to the capability procedure. It is expected that in cases of a 'no progression' determination this is supported by the teacher's appraisal reports.
4. In the Local Authority, assessment of performance will be made through the appraisal process and will include assessment of performance against the Teachers' Standards (and/or other relevant standards) and appraisal objectives. Teachers will be eligible for standard pay progression if they are assessed as

meeting the Teachers' Standards (and/or other relevant standards) and their appraisal objectives.

5. The evidence to be used for assessment will be made clear to all teachers at the start of the appraisal cycle and may include e.g. self-assessment, progress of a particular group of pupils, lesson observations, feedback on pupils' learning etc.
6. Decisions regarding pay progression will be made to be fair and transparent, assessments of performance will be properly rooted in evidence.
7. In the Local Authority, we will ensure fairness by annual monitoring of the application of the Appraisal Policy, the Pay Policy and of pay decisions and will ensure that appraisal objectives and assessments are consistent. Arrangements for quality assurance and moderation are set out in the Appraisal Policy. We will endeavour to minimise the impact on workload for individual teachers, line managers and headteachers throughout the process.
8. Teachers' appraisal reports will contain pay recommendations. Final decisions about whether to accept a pay recommendation will be made by the Local Authority, having regard to the appraisal report and taking into account advice from the Headteacher.
9. The Local Authority will consider its approach in the light of budget and will take steps to ensure that appropriate funding is allocated for pay progression at all levels.
10. All teachers can expect progression to the top of their pay range as a result of successful appraisal reviews.
11. Classroom teachers
 - a. A classroom teacher paid on Main Pay Range or Unqualified Teachers Pay Range who is assessed as meeting the Teachers' Standards (and/or other relevant standards) and their appraisal objectives will

receive standard progression to the next point on the appropriate pay range.

- b. For teachers on the Upper Pay Range who have been assessed as being highly competent in all elements of the relevant standards; that their achievements and contributions to Sefton are substantial and sustained; and have met their appraisal objectives, standard progression will be made based on two successful, consecutive appraisal reviews in this Local Authority.
- c. A teacher who is assessed as exceeding the requirements detailed in 11a/b above may receive enhanced progression as set out in table (a) below.
- d. A teacher whose performance does not meet the requirements detailed in 11a/b above, may be considered not to be eligible for pay progression. While it is possible for a 'no progression' determination to be made without recourse to the capability procedure, there is an expectation that concerns about a teacher's performance will have been made clear through the appraisal process and that said concerns have not been sufficiently addressed through support provided by the Local Authority.

12. Leadership Teachers

- a. Those on the leadership pay range play a critical role in the life of the school. They inspire confidence in those around them and work with others to create a shared strategic vision which motivates pupils and staff. They take the lead in enhancing standards of teaching and learning and value enthusiasm and innovation in others. They have the confidence and ability to make management and organisational decisions and ensure equity, access and entitlement to learning.

- b. To achieve progression teachers on the leadership pay range are required to demonstrate sustained high quality performance with particular regard to leadership, management and pupil progress at the school and will be subject to a review of performance against the Teachers' Standards (and/or other relevant standards) and their appraisal objectives before any performance points will be awarded.
- c. Annual pay progression within the range for these posts is not automatic. The relevant body will consider whether to award one or two pay progression points.

Table (a)

| Pay range | Standard progression | Enhanced progression |
|----------------------|--|-----------------------------|
| Main | 1 point | 2 points |
| Upper | 1 point after two successful consecutive reviews | |
| Leading practitioner | 1 point | 2 points |
| Leadership | 1 point | 2 points |
| Unqualified | 1 point | 2 points |

SECTION 7: MOVEMENT TO THE UPPER PAY RANGE

1. Applications and Evidence

- i. Any qualified teacher may apply to be paid on the upper pay range and any such application must be assessed in line with this policy. It is the responsibility of the teacher to decide whether they wish to apply to be paid on the upper pay range.

- ii. One application may be made in an academic year. The closing date for applications is normally 31st October each 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.
- iii. The process for applications is:
 - a) The teacher must complete the Local Authority's application form (Appendix 2)
 - b) The application form and the supporting evidence must be submitted to the relevant Service Manager by the cut-off date of 31st October.
 - c) The teacher will receive notification of the name of the assessor of his/her application within 5 working days;
 - d) The assessor will assess the application, which will include a recommendation to the Head of Education Excellence;
 - e) The application, evidence and recommendation will be passed to the relevant Service manager for moderation purposes, if they are not the assessor;
 - f) The Head of Education Excellence will make the final decision, advised by the headteacher;
 - g) The teacher will receive written notification of the outcome of their application by 8th November 2021. Where the application is unsuccessful, the written notification will include the areas where it was felt that the teacher's performance did not satisfy the relevant criteria set out in this policy (see 'The Assessment' below).

- h) Oral feedback which will be provided by the assessor. Oral feedback will be given within 10 working days of the date of notification of the outcome of the application. Feedback will be given in a positive and encouraging environment and will include advice and support on areas for improvement in order to meet the relevant criteria.
- i) Successful applicants will move to the minimum of the Upper Pay Range on 1st September of the academic year that their application is judged as successful, payments will be backdated to 1st September.
- j) Unsuccessful applicants can appeal the decision. The appeals process is set out at appendix 4 of this pay policy.
- k) If a teacher is simultaneously employed by another school or employer, they may submit separate applications if they wish to apply to be paid on the upper pay range within the Local Authority and the other employers. The Local Authority will not be bound by any pay decision made by another school or employer.

2. The Assessment

- i. The teacher will be required to meet the criteria set out in paragraph 15 of the Document, namely that:
 - a) the teacher is highly competent in all elements of the relevant standards; and
 - b) the teacher's achievements and contribution to the school are substantial and sustained.
- ii. In the Local Authority, this means:

- a) “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.
- b) “substantial”: the teacher’s achievements and contribution to Sefton are significant, not just in raising standards of teaching and learning in their own working environment, 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.
- c) “sustained”: the teacher must have had two consecutive successful appraisal reports with the Local Authority and have made good progress towards their objectives during this period (see exceptions in the introduction to this section). They will have been expected to have shown that their teaching expertise has grown over the relevant period and is consistently good to outstanding.
- iii. Further information is contained within the school’s appraisal policy.
- iv. Any appeal against a decision not to move the teacher to the upper pay range will be heard under the Local Authority’s general appeals arrangements.

SECTION 8. DISCRETIONARY ALLOWANCES AND PAYMENTS

1. Teaching and Learning Responsibility (TLR) payments

- i. A teacher may be awarded a TLR in accordance with paragraph 20 of the Document.
- ii. Having decided to award a TLR, the Local Authority will determine whether to award a first TLR (TLR1) or a second TLR (TLR2) and its value, in accordance with this policy, provided that:
 - a) The annual value of a TLR 1 must be no less than £8,706 and no greater than £14,732;
 - b) The annual value of a TLR 2 must be no less than £3,017 and no greater than £7,368
- iii. A teacher may not hold a TLR 1 and a TLR 2 concurrently.
- iv. The Governing Body may award a fixed term third TLR (TLR3) to teacher for clearly time-limited school improvement projects, or one off externally driven responsibilities.
 - a) The annual value of a TLR3 must be no less than £600 and no greater than £2,975
- v. The duration of the fixed term will be established at the outset. A teacher in receipt of a TLR 1 or a TLR 2 can hold a concurrent TLR 3.
- vi. The Governing Body should not award consecutive TLR3's for the same responsibility unless that responsibility relates to tutoring to deliver catch-up support to pupils on learning lost during the pandemic.

2. Special Educational Needs (SEN) allowances

A SEN allowance of no less than £2,384 and no more than £4,703 per annum is payable to a teacher in accordance with paragraph 21 of the Document.

3. Other Payments

Any other payments or allowances that the Local Authority may wish to make will be paid in accordance with the School Teachers Pay and Conditions Document.

SECTION 9. OTHER

1. Part-time teachers

Teachers employed on an ongoing basis but who work less than a full working week are deemed to be part-time. The Local Authority 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 Local Authorities timetabled teaching week for a full-time teacher in an equivalent post.

2. Short Notice/Supply Teacher

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.

3. Pay increases arising from changes to the document

All teachers are paid in accordance with the statutory provisions of the Document as updated from time to time.

Main Pay Range, Upper Pay Range, Unqualified Teacher Pay Range and Leadership Pay Range are at Appendix 1

4. Job Descriptions

The relevant Service Manager will ensure that each member of staff is provided with a job description in accordance with the staffing structure agreed by the Local Authority. Job descriptions may be reviewed from time to time, in consultation with the individual employee concerned, in order to make reasonable changes in the light of the changing needs of the service. Job descriptions will identify key areas of responsibility. All job descriptions will be reviewed annually as part of the appraisal process.

5. Monitoring the impact of the policy

The Local Authority will monitor the outcomes and impact of this policy each year, including trends in progression across specific groups of teachers to assess its effect and the school's continued compliance with equalities legislation.

An increment may be withheld following an adverse performance report on a member of staff who is subject to formal capability procedure. (The employee would have the right to appeal to the appropriate staffing committee of the Governing Body). Any increment withheld may be paid subsequently and backdated if the employee's performance becomes satisfactory.

Support Staff appointed 1 October - 31 March inclusive receive their first increment 6 months from the date they started and if applicable, a subsequent increment the 1st April each year until the maximum of the scale is reached

Support Staff appointed 1 April - 30 September inclusive receive their first increment on the 1 April the following year.

Appendix 1

Pay Ranges from 1st September 2022 to 31 August 2023

1. Main Pay Range

| | |
|--------------------------------|--------|
| Reference point 1 (Minimum) | 28,000 |
| Reference point 2 | 29,800 |
| Reference point 3 | 31,750 |
| Reference point 4 | 33,850 |
| Reference point 5 | 35,990 |
| Reference point 6 (Maximum) | 38,810 |

2. Upper Pay Range

| | |
|--------------------------------|--------|
| Reference Point 1 (Minimum) | 40,625 |
| Reference Point 2 | 42,131 |
| Reference Point 3 (Maximum) | 43,685 |

3. Unqualified Pay Range

| | |
|--------------------------------|--------|
| Reference Point 1 (Minimum) | 19,340 |
| Reference point 2 | 21,559 |
| Reference point 3 | 23,777 |
| Reference point 4 | 25,733 |
| Reference point 5 | 27,954 |
| Reference Point 6 (Maximum) | 30,172 |

4. Leadership Pay Range from 1 September 2022 to 31 August 2023
including discretionary reference points

| | |
|-----|---------|
| 1 | 44,305 |
| 2 | 45,414 |
| 3 | 46,548 |
| 4 | 47,706 |
| 5 | 48,895 |
| 6 | 50,122 |
| 7 | 51,470 |
| 8 | 52,659 |
| 9 | 53,973 |
| 10 | 55,360 |
| 11 | 56,796 |
| 12 | 58,105 |
| 13 | 59,558 |
| 14 | 61,042 |
| 15 | 62,561 |
| 16 | 64,224 |
| 17 | 65,699 |
| 18* | 66,684 |
| 18 | 67,351 |
| 19 | 69,022 |
| 20 | 70,733 |
| 21* | 71,765 |
| 21 | 72,483 |
| 22 | 74,283 |
| 23 | 76,122 |
| 24* | 77,237 |
| 24 | 78,010 |
| 25 | 79,949 |
| 26 | 81,927 |
| 27* | 83,126 |
| 27 | 83,956 |
| 28 | 86,040 |
| 29 | 88,170 |
| 30 | 90,365 |
| 31* | 91,679 |
| 31 | 92,597 |
| 32 | 94,898 |
| 33 | 97,256 |
| 34 | 99,660 |
| 35* | 101,126 |
| 35 | 102,137 |
| 36 | 104,666 |
| 37 | 107,267 |

| | |
|-----|---------|
| 38 | 109,922 |
| 39* | 111,485 |
| 39 | 112,601 |
| 40 | 115,410 |
| 41 | 118,293 |
| 42 | 121,258 |
| 43 | 123,057 |

*These points and point 43 are the maximum salaries for the 8 headteacher pay groups.

N.B The minimum and maximum of each group range are the only statutory points. The reference points within each range are locally agreed.

5. Leadership Group Pay Ranges 2022 - 2023

| | |
|---------|------------------|
| Group 1 | 50,122 – 66,684 |
| Group 2 | 52,659 – 71,765 |
| Group 3 | 56,796 – 77,237 |
| Group 4 | 61,042 – 83,126 |
| Group 5 | 67,351 – 91,679 |
| Group 6 | 72,483 – 101,126 |
| Group 7 | 78,010 – 111,485 |
| Group 8 | 86,040 – 123,057 |

6. Teaching and Learning Responsibilities (TLR) Allowances

| | Minimum | Maximum |
|-------------|---------|---------|
| TLR1 | 8,706 | 14,732 |
| TLR2 | 3,017 | 7,368 |
| TLR3 | 600 | 2,975 |

7. Special Educational Needs (SEN) Allowances

| | Minimum | Maximum |
|------------|---------|---------|
| SEN | 2,384 | 4,703 |

Appendix 2

UPPER PAY RANGE APPLICATION PROCESS

Notes for applicants

The process for applying to be paid on the upper pay range is set out in this Pay Policy

Eligibility

To be assessed you will need to hold Qualified Teacher Status on the date of your request. Any qualified teacher may apply to be paid on the upper pay range. It is your responsibility to decide whether you wish to apply to be paid on the upper pay range.

Timing of application

An application can be made at any point during the current academic year for payment on the upper pay range to be made from the following September.

An application can be made up to 31st October for consideration based on performance in the previous two years and, if successful, payment on the upper pay range will be backdated to 1 September.

Note: Only one application may be made in any academic year.

Process

You must enclose copies of your Appraisal Reports and/or performance management planning and review statements that relate to the 2 years immediately prior to the date on which you submit your request.

Sign and date the form and pass it to your Service Manager by 31st October. You should keep a copy for your records.

Assessment

An application will be successful where the relevant body is satisfied that:

- a) the teacher is highly competent in all elements of the Teachers' Standards (and/or other relevant standards);
- b) the teacher's Appraisal Reports and/or performance management reviews demonstrate that they have worked at the level of the Upper Pay Range Criteria for a sustained period during the two years preceding their application; and
- c) the teacher's achievements and contribution to Sefton are substantial and sustained.

THE UPPER PAY RANGE CRITERIA CAN BE FOUND IN Appendix 2b.

Assessment will be made by the Service Manager within 10 working days of the receipt of the application or the conclusion of the appraisal process, whichever is later, a recommendation will be made to the Head of Education Excellence and the outcome will be communicated to the teacher in writing.

If your application is unsuccessful you have a right of appeal. The appeal will be heard under the arrangements for pay appeals.

Notes for Service Managers

Actions to be taken:

- ✓ Check that the teacher is eligible to be assessed.
- ✓ Based on the evidence contained in the appraisal reports and/or performance management records confirm that the teacher meets the Teachers' Standards.
- ✓ If the Teachers' Standards are not met, assessment against the Upper Pay Range Criteria should not proceed. The headteacher must write to the teacher setting out the reasons for the judgement.
- ✓ If the Teachers' Standards are met assess whether the teacher meets the Upper Pay Range Criteria set out in Appendix 2b of the Pay Policy, having

regard to the evidence contained in the appraisal reports and/or planning and review statements.

- ✓ Make an overall judgement on whether the Upper Pay Range Criteria are met/not yet met.
- ✓ Complete the Service Manager's statement (see Part 2) and provide a copy to the teacher within 10 working days of the decision.
- ✓ Inform the Head of Education Excellence of the relevant body of the decision.
- ✓ If the application is successful and the Head of Education Excellence accepts the Service Manager's recommendation, notify payroll that the teacher should be paid on the upper pay range.
- ✓ If the application is unsuccessful, the teacher has a right of appeal. The appeal will be heard under the arrangements for pay appeals.

F E M A

Appendix 2a

Part 1 – Upper pay range application form

This form should always be handled in confidence

| | | |
|--|-----------------------|---------------------------------------|
| To be completed by the teacher | | |
| Name: | | |
| Please give details of previous employers if you are submitting appraisal reports or performance management statements from another school or academy | | |
| Name and address of employer / school / academy | Date(s) of employment | Name of headteacher / Service Manager |
| | | |
| Declaration by the teacher | | |
| I confirm that at the date of this request I meet the eligibility criteria and I submit appraisal reports and/or performance management statements covering the two-year period prior to this request for assessment against the Teachers' Standards and the Upper Pay Range Criteria. | | |
| Teacher's signature: | | Date: |

Part 2 – Upper pay range application - Headteacher’s statement

| | | | |
|---|--|---------|-------|
| Name of teacher: | | | |
| Teachers’ Standards | | | |
| Met | | Not met | |
| <p><i>To be successful, the teacher must first meet the Teachers’ Standards. Assessment against the Upper Pay Range Criteria may not proceed where the teacher does not meet the Teachers’ Standards. If the Teacher’s Standards are not met, you should provide a detailed explanation below why they have not been met.</i></p> | | | |
| Upper Pay Range Criteria | | | |
| Met | | Not met | |
| <p><i>If, in your judgement, all the Upper Pay Range Criteria have not yet been met throughout the relevant period you should provide a detailed explanation in the box below why they have not been met.</i></p> <p><i>Please indicate any further areas of professional development for the teacher.</i></p> | | | |
| <p>Teachers’ Standards / Upper Pay Range Criteria not met - explanation</p> <p>You have the right to appeal this decision. If you wish to appeal you must follow the procedure set out in the Pay Policy. Note: you must take action within 10 working days of the notification of this decision.</p> | | | |
| Service Manager’s signature: | | | Date: |

Appendix 2b– Upper Pay Range Criteria

1. Professional Attributes

1.1 Contribute significantly, where appropriate, to implementing workplace policies and practice and to promoting collective responsibility for their implementation.

2. Professional knowledge and understanding

2.1 Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential.

2.2 Have an extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subjects/curriculum areas they teach, including those related to public examinations and qualifications.

2.3 Have up-to-date knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learners' needs.

2.4 Have a more developed knowledge and understanding of their subjects/curriculum areas and related pedagogy including how learning progresses within them.

2.5 Have sufficient depth of knowledge and experience to be able to give advice on the development and wellbeing of children and young people.

3. Professional skills

3.1 Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge.

3.2 Have teaching skills which lead to learners achieving well relative to their prior attainment, making progress as good as, or better than, similar learners nationally.

3.3 Promote collaboration and work effectively as a team member.

3.4 Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback.

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Appendix 3 Teacher's Pay Statement from 1 September 20[xx]

Complete all relevant sections

| | | | |
|----------------------------------|----------------------|-----------------|-----------------------|
| Name: | | | |
| Job Title: | | | |
| Full time: | | Part time | FTE: |
| Basic Pay | Pay Range | Point | Annual value £ |
| Main Pay Range | M1 – M6 | | |
| Upper Pay Range | U1 – U3 | | |
| Leading Practitioner | LP[x] – LP[x] | | |
| Unqualified teacher | UQ1 – UQ6 | | |
| Assistant Headteacher | L[x] – L[x] | | |
| Deputy Headteacher | L[x] – L[x] | | |
| Headteacher | L[x] – L[x] | | |
| Allowances | Minima-Maxima | End Date | Annual value £ |
| TLR 1 | £8,706-£14,732 | | |
| TLR 2 | £3,017-£7,368 | | |
| TLR 3 | £600-£2,975 | | |
| SEN | £2,384-£4,703 | | |
| Additional payments | Reason | End date | Annual value £ |
| Recruitment or Retention Payment | | | |
| [Other – insert details] | | | |
| Safeguarding | Reason | End date | Annual value £ |
| | | | |

| | | |
|---------|---------------------|-----------------------|
| | | Annual value £ |
| | Total salary | |
| Signed: | Date: | |

Appendix 4 – Terms of Reference for the Head of Education Excellence and responsibilities under this policy.

The Head of Education Excellence shall have fully delegated responsibility to consider and decide all matters relating to staff pay in accordance with the relevant legislation and guidance, and in accordance with relevant policies.

The Head of Education Excellence may invite other persons to serve in an advisory capacity should they deem it necessary to support the discharge of their responsibility in respect of certain tasks.

The Head of Education Excellence shall communicate details of all processes relating to specific pay issues to all staff, in writing, in an appropriate manner, and communicate in writing all decisions relating to the pay of individual employees to those individuals privately and personally.

The Head of Education Excellence shall:

Apply the Pay Policy for Centrally Employed teacher on behalf of the Local Authority and ensure compliance with statutory obligations in respect of pay and conditions of service related to pay.

- ✓ Review the pay of all staff annually.
- ✓ Ensure that job descriptions are provided for all staff.
- ✓ Ensure that every teacher's salary is reviewed with effect from 1 September and no later than 31 October (except in the case of the Headteacher) each year.
- ✓ Provide an Annual Pay Statement for all staff based upon their situation on September 1st and issued before October 31st.
- ✓ Provide an interim Pay Statement for any member of staff whose situation changes during the year.
- ✓ Where a pay determination leads or may lead to the start of a period of safeguarding, the required notification will be given as soon as possible and no longer than one month after the date of determination.

- ✓ Consider and make decisions relating to the levels of pay associated with specific posts, including both existing posts through the process of annual review and any new posts proposed by the Headteacher.
- ✓ Receive recommendations from the relevant Service Manager in respect of all other staff's performance pay reviews including Upper Pay Range Application.
- ✓ Hear and consider any representations from staff regarding pay related decisions prior to a formal appeal.

The Head of Education Excellence and the Annual Pay Review

In conducting the Annual Pay Review the Head of Education Excellence shall:

- Publish the date of the Annual Pay Review meeting to all staff at least 10 working days before the meeting.
- Inform all staff of the process to be followed by any employee wishing to make representations to the Annual Pay Review in view of the ISR and the pay ranges for other members of the Leadership Team.
- Communicate in writing decisions in respect of any representations considered in the Annual Pay Review to the employee making the representation.
- Inform the Local Authority of any budgetary implications of the outcomes of the Annual Pay review.

Appeals

Appeals will be heard by the Local Authority's Appeal Panel.

An employee may seek a review of any determination in relation to their pay or any other decision taken by the head of Education Excellence that affects their pay.

The following list includes the usual reasons for seeking a review of a pay determination:

- ✓ incorrect application of any provision of any relevant policy or regulation, including statutory policies, regulations and guidance and any policies of the Local Authority
- ✓ failure to take account of relevant evidence
- ✓ taking account of irrelevant or inaccurate evidence
- ✓ bias

✓ discrimination

This list neither exclusive nor exhaustive

The order of proceedings shall be as follows:

- a. the employee receives written confirmation of the pay determination and where applicable the basis on which the decision was made
- b. if not satisfied, the employee seeks to resolve the matter informally with the decision-maker within 10 working days of the decision. If this is impractical the employee may move onto step c. below
- c. the employee should set down in writing the grounds for questioning the pay decision and send it to the person who made the determination, within 10 working days of the notification of the decision being appealed against, or of the outcome of the discussion referred to in b. above
- d. the person who made the determination should provide a hearing within 10 working days of receipt of the written grounds for questioning the pay decision, to consider this submission, and to provide the employee with an opportunity to make representations in person. Following the hearing the employee should be informed in writing of the decision and the right to appeal
- e. an appeal against the original determination will normally be heard within 28 working days of the written appeal notification. The employee will be told of their right to be accompanied by a Trade Union representative or a work colleague
- f. the appeal shall follow the agreed appeals procedure outline at Appendix 5

Appendix 5 - Model Appeals Procedure

The School Teachers' Pay and Conditions Document ("**the Document**") requires schools and local authorities to have a pay policy in place that sets out the basis on which teachers' pay is determined and the procedures for handling appeals.

As part of the overall appraisal process, a pay recommendation is made by the Reviewer (normally the line manager) and discussed with the teacher at the Review Meeting prior to being submitted to the Local Authority's Head of Education Excellence or relevant decision-making body. Written details of and the reasons for the pay recommendation will be given to the teacher.

At this stage of the pay determination process, if the teacher wishes to obtain a better understanding the rationale for the pay recommendation or bring any further evidence to the attention of the Reviewer, they should be given the opportunity to do so before the final pay recommendation is drafted in the Review Statement. The nature of any subsequent appraisal and pay discussion will be informal and therefore representation (on either side) is not necessary nor would it be appropriate. At the conclusion of any further discussion, the pay recommendation may be adjusted, or it may remain the same; the Review Statement will be updated to reflect the discussion.

If a teacher believes that the final pay recommendation falls short of their expectations and they wish to seek a further review of the information that affects their pay, they may wish to formally appeal against the decision, utilising the formal Appeal Hearing Procedure. Appeal Hearings against pay decisions must satisfy the dispute resolution requirements of employment law (i.e. Part 4 of the Trade Union and Labour Relations (Consolidation) Act, 1992) and the ACAS Code of Practice.

1. Appeal Hearing Procedure

It is the intention that the Appeals Procedure will be dealt with promptly, thoroughly and impartially.

2. Guidance

- When a teacher feels that a pay decision is incorrect or unjust, they may appeal against that decision, especially when there is new evidence to consider.
- Teachers / Headteachers should put their appeal in writing to either the Headteacher or the Governing Body; their appeal should include sufficient details of its basis.

- Appeals should be heard without unreasonable delay and at an agreed date, time and place.
- Employees have a statutory right to be accompanied at any stage of an appeal hearing by a companion who may be either a work colleague or a trade union representative.

Appeal Procedure Steps: Informal Stage

As part of the pay determination process, the line manager (“the recommendation provider”) will make a recommendation to the “the decision maker” (the person/s or committee responsible for approving the pay recommendation) supported by relevant assessment evidence. On determining a teacher’s pay, “the decision maker” will write to the teacher advising them of the pay decision, the reasons for it and will, at the same time, confirm their right to appeal the decision to “the decision maker”.

If the teacher wishes to appeal the decision, they must do so in writing to “the decision maker”, normally within 10 school working days or within a mutually agreed alternative timescale. The appeal must include a statement, in sufficient detail, of the grounds of the appeal. In the event that an initial appeal is raised, “the decision maker” must then arrange to meet the teacher to discuss the appeal. “The recommendation provider” should also be invited to the meeting to clarify the basis for the original recommendation.

“The decision maker” will reconsider the decision in private and write to the teacher to notify them of the outcome of the review and of the teacher’s right of appeal to the Local Authority. If the teacher wishes to exercise their right of appeal, they must write to the Clerk of the Local Authority at the earliest opportunity and normally within 10 school working days, including a statement of the grounds of the appeal and sufficient details of the facts on which they will rely.

This will invoke the Formal Stage of the Appeal Procedure.

Appeal Procedure Steps: Formal Stage

On receipt of the written appeal a meeting will be convened for the appeal to be heard at the earliest opportunity and no later than 20 working days of the date on which the written appeal was received. Both “the recommendation provider” and “the decision maker” will be required to attend the meeting.

The Chair of the Appeal Panel will invite the employee to set out their case. Both “the recommendation maker” and “the decision maker” will also be asked to take the panel through the procedures that were observed in their part of the pay policy determination process.

Following the conclusion of representations by all relevant parties, the Appeal Panel will then consider all the evidence in private and reach a decision. The Appeal Panel will write to the teacher notifying them of their decision and the reasons for it. Other attendees at the meeting will also be notified of the decision. The decision of the Appeal Panel is final.

The Modified Procedure

There will be no entitlement to invoke the appeal procedure in relation to a pay decision if the centrally employed teacher has left the employment of the Local Authority.

Where a teacher has, whilst employed centrally at the Local Authority, lodged an appeal against a pay decision but has then subsequently left the employment before any appeal hearing is held, the following steps will be observed:

1. The teacher must have set out details of their appeal in writing;
2. The teacher must have sent a copy of their appeal to the Local Authority's Chief Personnel Officer.
3. The Chief Personnel Officer will consult with Head of Education Excellence and the Relevant Service Manager and provide the teacher with an appropriate written response on behalf of the Local Authority.

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