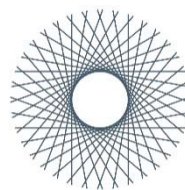


School Staff Pay and Performance Appraisal Policy



HERTS FOR
LEARNING
**MULTI
ACADEMY
TRUST**

NAME OF POLICY:	School Staff Pay and Performance Appraisal
STATUS:	Non statutory
DATE ISSUED:	September 2017
REVIEW DATE:	September 2019
APPROVED BY:	Board of Trustees
APPROVAL DATE:	pending

1 OBJECTIVE, SCOPE AND PRINCIPLES

- 1.1 The Herts for Learning Multi Academy Trust (HfL MAT) has adopted the policy set out in this document to provide a clear framework for the management of pay and appraisal for all staff employed in the school¹. This policy is based on a model policy, which has been consulted upon with professional associations and trade unions.
- 1.2 The Trustees recognise the requirement that all pay progression decisions for employees must be linked to annual appraisal of performance and for teachers it is statutory. This policy sets out the framework for a clear and consistent assessment of the overall performance of staff, including the Headteacher, and for supporting their development within the context of the school's plan for improving educational provision and performance, and the standards expected. It also sets out the arrangements that will apply when staff fall below the levels of competence expected of them.
- 1.3 This policy applies to all employees of the school, except the appraisal section for those on contracts of less than one term, those undergoing induction (e.g.

¹ For school, please read school or academy as appropriate

NQTs), non-teaching staff during their probation period, and those who are subject to the formal stages of the schools' capability policy.

- 1.4 The policy complies with the School Teachers' Pay and Conditions Document (STPCD) and the accompanying statutory guidance and with national and local pay agreements for support staff and these documents will take priority in any disputes.
- 1.5 This policy aims to:
 - maximise the quality of teaching and learning at the school
 - support the recruitment and retention of a high quality workforce
 - recognise and reward staff for their contribution to school improvement
 - ensure that pay and performance appraisal arrangements enable the current and future delivery of the curriculum and school improvement plans
 - ensure that pay decisions are made in a fair and transparent way; and
 - ensure that available monies are allocated appropriately

2 BASIC PAY DETERMINATION ON APPOINTMENT

- 2.1 The Trustees will delegate to the Academy Governing Board (AGB) of each school the responsibility to determine the pay range for a vacancy prior to advertising it. On appointment, the AGB will determine the starting salary within that range to be offered to the successful candidate.
- 2.2 In making such determinations, the AGB will 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 school context
 - (for teachers) any specific restrictions set out in the School Teachers' Pay and Conditions Document
 - the need to ensure that staffing costs remain manageable within the capacity of the school's budget
- 2.3 There is no assumption that any employee, including teachers, will be paid at the same rate as they were being paid in a previous school.
- 2.4 A teacher transferring roles internally within a school will continue to be paid the same salary on the main pay range (Bands 1 and 2) or the upper pay range (Band 3) as paid in the previous role.
- 2.5 In exceptional circumstances, the Academy Governing Board may seek agreement from the Chief Executive Officer (CEO) of the HfL MAT to award an additional payment in respect of housing or relocation costs. For teachers in the leadership group this will not be included in the calculation of the

Individual School Range (ISR) or the 25% of basic salary restriction on temporary payments. Any request for such a payment will be considered as an individual case. Exceptional circumstances may include and are not limited to recruitment difficulties and an application by an exceptional teacher or school leader who cannot reasonably take up the post without relocating. Any such additional payment will be made from the school's own budget.

2.6 Lead practitioners

2.6.1 Where a Lead Practitioner post(s) is included in the staffing structure, each Lead Practitioner will be paid within the pay range for Lead Practitioners.

2.6.2 In setting the specified range, the AGB for each school will determine the number and value of performance pay progression stages within that range.

2.6.3 Different Lead Practitioner posts may have a different specified range, having regard to the challenge of the individual post.

2.7 Leadership teacher posts (Headteacher, Deputy and Assistant Headteacher)

2.7.1 The pay ranges for the Headteacher, Deputy Headteacher(s) and Assistant Headteacher(s) will be determined in accordance with the criteria specified in the current STPCD.

2.7.2 The Academy Governing Board will assign a seven point ISR for the Headteacher and a five point ISR for other leadership group posts. The current ranges are set out in Appendix 1.

2.7.3 The range for individual posts will be determined according to the duties and responsibilities of the post and may vary between posts. The amount paid to a previous post holder will not influence the range that may be set for a new appointment.

2.7.4 Temporary payments to the Headteacher will be determined in accordance with the provisions of the STPCD and will be reviewed annually.

2.7.5 On appointment, the salary of the Headteacher will be within the agreed ISR. The Academy Governing Board may make an offer at any point on the range for an exceptional candidate.

2.7.6 Other than in exceptional circumstances, the AGB will ensure that there is no overlap of pay points between the Headteacher and any other leadership post.

2.7.7 On appointment, a teacher paid within the leadership range will be appointed according to skills and experience at any point below the maximum of the range.

2.7.8 The pay range for teachers paid on the leadership spine will be reviewed where there is a significant permanent change in the duties and responsibilities of the post, or where it is necessary to maintain consistency across the leadership group.

3 SHORT NOTICE/SUPPLY TEACHERS

3.1 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.

3.2 Agency Workers Regulations Provide for an agency teacher who has worked in the same school for more than 12 weeks to have the right to be paid in accordance with the normal terms and conditions applied by the school for the post undertaken. This will normally be limited to payment within the main pay range as agency teachers will not usually be expected to meet the requirements of an upper pay range teacher.

4 PAY INCREASES DUE TO 'COST OF LIVING' AWARDS AND CHANGES TO THE STPCD

4.1 All teachers are paid in accordance with the statutory provisions of the document as updated from time to time. The Academy Governing Board will ensure that all teachers are paid within the statutory ranges set out in the STPCD.

4.2 The Academy Governing Board will annually determine the extent of any uplift to teachers within the minimum and maximum amounts of their pay ranges and TLR and SEN allowances. This may see the school apply the uplift that applies to the ranges within the STPCD to each point or set its own percentage increase, or do nothing. There is no obligation on the Academy Governing Board to uplift, or if performance is below expectations, to progress. The exception to this is those staff at the bottom of a range who will as a minimum be uplifted to ensure their pay does not fall outside the relevant range contained within the STPCD.

4.3 For non-teaching staff employed on NJC Local Government terms and conditions of service any uplift will be applied in accordance with any nationally agreed award.

5 DISCRETIONARY ALLOWANCES AND PAYMENTS

5.1 Teaching and Learning Responsibility Payments (TLRs)

5.1.1 TLR payments will be awarded to the holders of the posts indicated in the schools' staffing structure.

5.1.2 TLR payments will be awarded to a teacher on the main range or upper pay range where a teacher is required to undertake a sustained additional responsibility within the school's staffing structure for ensuring the continued delivery of high quality teaching and learning for which they are accountable.

i.e. where a post:

- is focused on teaching and learning
- requires the exercise of a teacher's professional skills and judgment
- requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum
- has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils
- involves line management, leading, developing and enhancing the teaching practice of others; and
- must be a significant responsibility that is not required of all classroom teachers

5.1.3 In order to qualify for a TLR1 payment, the post holder's role must include line management responsibility for a significant number of people.

5.1.4 TLRs will not generally be awarded in a primary setting for subject coordination, as all teachers, where not otherwise restricted from doing such work, will have the same responsibility and are not therefore eligible for a TLR.

5.1.5 The AGB will award TLR payments within the range prescribed in the School Teachers' Pay and Conditions Document. The Trustees have determined that TLR payments will be as set out in Appendix 1.

5.1.6 A teacher is not entitled to be awarded more than one TLR of any value, with the exception of a TLR3.

5.1.7 A TLR payment will not be awarded in respect of teaching duties in special educational needs or pastoral care.

5.1.8 An Academy Governing Board may award a fixed-term TLR3 to a classroom teacher for clearly time-limited school improvements, or one-off externally driven responsibilities. The annual value of a TLR3 will fall within the range set by the STPCD applicable at the time. The duration of the fixed term must be established at the outset and payment should be made on a monthly basis for the duration of the fixed term. Where a TLR3 is awarded to a part-time teacher, it must be paid on a pro-rata basis.

5.1.9 There will be no salary safeguarding of any fixed term/temporary TLR payments. TLR1 and TLR 2 payments may not be temporarily added to the structure so will only be applied on a temporary basis to those acting up in the absence of a colleague.

5.2 Special educational needs (SEN) allowances

5.2.1 The Academy Governing Board will award SEN allowances in accordance with the criteria and provisions set out in the current STPCD.

5.2.2 The value of SEN allowances to be paid at the school are set out in Appendix 1.

5.3 Unqualified Teacher Allowance

5.3.1 The Headteacher may determine that an additional allowance be paid to an unqualified teacher who is paid on the Unqualified Teachers' Pay Range where, in the context of its staffing structure, the teacher has:

- taken on a sustained additional responsibility which is:
 - focussed on teaching and learning; and
 - requires the exercise of a teachers' professional skills and judgement
- qualifications or experience which bring added value to the role s/he is undertaking
- consistently demonstrated standards of teaching that are good or better which has resulted in good or better progress for the pupils s/he teachers

5.3.2 The Headteacher will determine the amount of any such allowances having due regard to consistency, fairness and transparency. The costs of any such allowance will be met by the school's own budget.

5.4 Acting allowances

Where a teacher is assigned and carries out the duties of a Headteacher, Deputy Headteacher, or Assistant Headteacher, but has not been appointed in an acting capacity the AGB shall, within four weeks, determine whether an allowance should be paid in accordance with the provisions of the School Teachers' Pay & Conditions Document.

Consideration may be given to backdating any increase to when the additional duties commenced.

5.5 Provision of service to another school(s)

5.5.1 The Academy Governing Board will formally recommend to the Trustees any agreement for the Headteacher to provide services relating to the raising of standards in one or more other school. However, the CEO will be required to authorise any such agreement on behalf of the Trustees. Where such an agreement is authorised, the AGB will determine what, if any, proportion will be paid to the Headteacher and/or other staff, of additional income received by the school as part of the agreement. Any such payments will be in accordance with the terms of the Teachers' Pay & Conditions Document and will be temporary with no entitlement to safeguarding when they cease.

5.5.2 This does not apply to the Headteacher where the Headteacher is appointed as the Headteacher of more than one school, as this responsibility will be reflected in the setting of the ISR or an additional temporary allowance.

5.6 Recruitment and retention incentives and benefits (teachers on MPR and UPR only)

5.6.1 The AGB may, on the advice of the Headteacher, consider the award of a recruitment and retention payment to a teacher where there is clearly demonstrated evidence that such a payment is:

- required to attract suitable candidates for a post which it has been or it is considered difficult to fill; or
- required to retain the skills and expertise of a teacher, particularly in a specialist area or where it is considered that the subsequent vacancy would be difficult to fill

5.6.2 The value of any recruitment or retention payment will be determined according to the circumstances of each case but will take into account salary relativities across the school structure and known staffing changes in the future and would normally be within the range £500 - £3,000.

5.6.3 The duration of the payment will be determined according to the circumstances of the payment. Such payments will be subject to annual review, which may extend the period if appropriate.

5.6.4 Members of the leadership group will not be entitled to a separate recruitment and retention payment, save where it relates to reasonably incurred housing or relocation cost on recruitment.

5.7 Honoraria payments

5.7.1 The Academy Governing Board will not pay any honoraria to any member of the teaching staff for carrying out their professional duties as a teacher, recognising that there is no provision within the STPCD for the payment of bonuses or honoraria in any circumstances.

5.7.2 Such awards may however be made to non-teaching staff; such payments will be exceptional in their use rather than the norm. Honoraria payments can be used when an individual is undertaking work that is part but not all of a higher graded position for a period of 4 weeks or more.

5.7.3 Honoraria payments can also be used to reward additional or onerous tasks or a specific piece of project work at the same grade or lower, for a specific period over four weeks or more. In such circumstances the payment would not normally exceed the value of the difference of an employee's monthly

salary and one or two incremental points higher, this relates to spinal column points not pay grades.

- 5.7.4 Where the full duties of a higher grade are undertaken this will be treated as acting up. The difference in salary between the two posts should be paid in relation to the percentage of duties of the higher post being undertaken i.e. if taking on 50% of higher graded post duties, the post will usually be paid 50% of the difference between the two posts.

5.8 Salary safeguarding

The Academy Governing Board will operate salary safeguarding arrangements in line with the provisions of the STPCD applicable at the time of safeguarding being applied.

6 STAFF APPRAISAL

- 6.1 Appraisal in all schools within the HfL MAT will be a supportive and developmental process designed to ensure that all staff have the skills and support they need to carry out their role effectively. It will help to ensure that staff are able to continue to improve their professional practice and to develop.

- 6.2 In this school all employees 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.

6.3 The appraisal period

- 6.3.1 For teachers and non-teaching staff the appraisal period will run for twelve months from 1 September to 31 August.

- 6.3.2 Staff who are employed on a fixed term contract of less than one year will have their performance managed in accordance with the principles underpinning this policy. The length of the period will be determined by the duration of their contract.

6.4 Appointment of Appraisers

- 6.4.1 The Headteacher will be appraised by the Academy Governing Board, supported by a skilled and experienced school improvement adviser who has been appointed by the CEO for that purpose.

- 6.4.2 The task of appraising the Headteacher, including the setting of objectives, may be delegated to a sub-group consisting of two/three members of the AGB.

6.4.3 The Headteacher will decide who will appraise other employees.

6.4.4 Teaching staff will not be appraised or formally observed by anyone other than an individual holding Qualified Teacher Status (QTS). Support staff may be appraised by a member of the teaching staff.

6.5 Setting objectives

6.5.1 The Headteacher's objectives will be set by the Academy Governing Board in consultation and with the agreement of the external adviser. Objectives will be focused on key school priorities and take account of the relevant national standards.

6.5.2 Objectives for all employees, including the Headteacher, will be set before, or as soon as practicable after, the start of each appraisal period. In most circumstances it may be possible to set objectives for the upcoming year in the same meeting that objectives are reviewed from the previous year.

6.5.3 The objectives set will be linked to the relevant occupational standards for the role undertaken, where applicable, and take account of the individual's job description and person specification for the role.

6.5.4 The appraiser and employee will seek to agree the objectives but, if that is not possible, the appraiser will determine the objectives, and the employee may record their comments in writing as an appendix to the appraisal statement.

6.5.5 Objectives may be revised if circumstances change.

6.5.6 The objectives set for each employee, including the Headteacher, will, if achieved, contribute to the school's plans for improving the school's educational provision and performance and improving the education of pupils at that school.

6.5.7 Objectives should therefore link directly to the school improvement plan and should reflect the school's priorities in terms of pupil progress, teaching and learning, and leadership and management.

6.5.8 Agreed continuing professional development (CPD) for individuals should support the achievement of these objectives.

6.5.9 Some roles, such as teachers, have national standards, which form a core expectation of the standards that employees fulfilling those roles will consistently meet. These standards will be considered as part of the review process and must be deemed to have been met for a cycle to be successful. A self-audit and reviewer comparison exercise will be undertaken from time to time to inform employee development needs; new employees to the school may be deemed to benefit from this for example.

6.5.10 Under normal circumstances employees will have a reasonable number of objectives that is relative to the role that they undertake in the school. This will usually be between three and four objectives. However, employees who are found not to be meeting standards at the appropriate level may be given as many additional objectives as are required to ensure that the most appropriate support can be provided.

6.5.11 The senior leadership team will be responsible for ensuring that the appraisal process operates consistently and that there is moderation of staff fulfilling equivalent roles.

6.6 Reviewing performance

6.6.1 Observation

6.6.1.1 The Trust believes that observation of classroom, leadership and work practice as applicable is important both as a way of assessing employee performance in order to identify any particular strengths and areas for development they may have and of gaining useful information, which can inform school improvement more generally.

6.6.1.2 All observation of teachers will be carried out in a supportive fashion by those with QTS. For support staff work scrutiny will be carried out by those with knowledge of the employee's work. Appropriate and timely oral and/or written feedback will be given.

6.6.1.3 Where non-teaching staff are delivering lessons, for cover or supervision purposes for example, lesson observations may be necessary to assess objectives where relevant.

6.6.1.4 In each school within the HfL MAT, school teachers' performance will be regularly observed but the amount and type of formal classroom observation will depend on the individual circumstances of the teacher and the overall needs of the school.

6.6.1.5 The amount of observation that takes place will not normally exceed 3 hours of formal observation in a particular appraisal cycle. Formal observation will usually be with prior notification, most likely agreed as part of objective setting. Teachers (including the Headteacher) who have responsibilities outside the classroom should also expect to have their performance of those responsibilities observed and assessed.

6.6.1.6 Additional formal observation may be deemed necessary in circumstances where concerns arise where it is felt appropriate to facilitate and monitor the effectiveness of management support. This would usually be explained at the time concerns are raised with an employee.

- 6.6.1.7 In addition to formal observation, Headteachers or other leaders with responsibility for teaching standards may 'drop in' in order to evaluate the standards of teaching and to check that high standards of professional performance are established and maintained. The length and frequency of 'drop in' observations will vary depending on specific circumstances. Headteachers or other leaders with responsibility for teaching standards will also take other information into account when evaluating the standing of teaching and to check high standards of professional performance are established and maintained; this will include scrutiny of pupils' work and data analysis.
- 6.6.1.8 Formal observation outlined above excludes school reviews, school improvement adviser visits, Ofsted visits, learning walks with a specific focus e.g. pupil premium provision or a department review. The areas excluded cover circumstances where it is a whole school or department focus rather than an individual focus.
- 6.6.1.9 Informal drop in observations and wider school or department reviews covered under sections 6.6.1.7 and 6.6.1.8 will not result in formal outcomes being given. These are not documented for an individual employee and do not form part of a measure against an employee's annual appraisal. Anything identified as an issue outside of formal observation will be revisited in accordance with section 6.6.1.5 and 6.6.1.6.

6.6.2 Development and support

Appraisal is a supportive process, which will be used to inform continuing professional development. The school wishes to encourage a culture in which all employees take responsibility for improving their teaching/skills through appropriate professional development. Professional development will be linked to school improvement priorities and to the ongoing professional development needs and priorities of individual employees as detailed in section 6.4 on "Setting Objectives" above.

6.6.3 Feedback

Employees will receive constructive feedback on their performance throughout the year and as soon as practicable after formal observation has taken place or other evidence has come to light. Feedback will include discussion with the employee, will highlight particular areas of strength as well as any areas that need attention and will determine any appropriate action required.

If during the review cycle, there are concerns about any aspects of an employee's performance these will be addressed in accordance with section 6.6.

When progress is reviewed mid cycle, if the appraiser is satisfied that the employee has made, or is making, sufficient improvement, the appraisal process will continue as normal, with any remaining issues continuing to be addressed through that process.

6.7 Transition to Capability

6.7.1 Where standards (such as the national standards for teachers) in line with the school's expectations, are found not to be met at the appropriate professional skills level/behaviour descriptors, special arrangements will be made to ensure that the appropriate support can be provided. These may include:

- the appointment of an appraiser from the senior leadership team
- the setting of an appropriate number of additional performance management objectives above the school norm
- further lesson observations, many or all of which may be unannounced

6.7.2 Where information comes to light during the course of an appraisal cycle that leads the Headteacher to conclude that national standards are not met at the appropriate professional skills level/behaviour descriptors, these new arrangements (as outlined in 6.6.1 above), which may include a change of appraiser, will come into force as soon as possible after the decision has been made.

6.7.3 Where national standards are identified as not being met at the appropriate career stage expectation level/ behaviour descriptors, performance objectives will be action planned to a much shorter timescale, typically between half a term and a term as the Headteacher decides the situation warrants. At the end of each such period, progress will be reviewed, and a decision made on whether:

- to end the support programme and resume normal appraisal arrangements
- to continue to provide support within appraisal by setting further short-term objectives
- to suspend performance appraisal and move immediately into the formal capability procedure

6.8 Annual Assessment

6.8.1 Where the appraiser indicates that performance is unsatisfactory, they will be able to present evidence previously shared with the member of staff.

6.8.2 Employees and their appraiser will, as a minimum, annually attend a formal appraisal meeting, where their performance will be formally assessed in respect of each appraisal period. The aim of the meeting will be to determine appraisal review outcomes or performance related pay (PRP) outcomes where appropriate, to set objectives for the coming year and to determine any professional development requirements.

- 6.8.3 In assessing the performance of the Headteacher, the AGB will consult the school improvement adviser. The school improvement adviser will inform the Academy Improvement Lead who, in conjunction with the CEO and the Trust's HR advisory provider, will provide advice and guidance to the AGB on the management of the headteacher's performance.
- 6.8.4 Where appraisee and appraiser cannot reach agreement as to appraisal review outcomes or PRP outcomes, the matter will be referred to the Headteacher (or to the member of senior staff with delegated responsibility for the process) who will meet with the appraisee, consider all available evidence, and inform the appraisee of their decision.
- 6.8.5 Disputes concerning appraisal review outcomes or PRP outcomes will be dealt with through the schools' pay appeal process in section 10.
- 6.8.6 This assessment is the end point of the annual appraisal process, but performance and development priorities will be reviewed and addressed on a regular basis throughout the year by means of:
- professional dialogue
 - lesson or task observations
 - planning and work scrutiny
 - termly meeting with appraiser
 - mid-cycle review meeting with appraiser
 - observation / scrutiny of leadership and management activities where appropriate
 - other feedback obtained during the cycle relevant to the employee's overall performance
- 6.8.7 As soon as practicable following the end of each appraisal period, the employee will receive, and have the opportunity to comment in writing on, a written appraisal report. The appraisal report will include:
- details of the employee's objectives for the appraisal period in question
 - an assessment of the employee's performance of their role and responsibilities against their objectives, the relevant standards, and their job description and person specification
 - an assessment of the employee's training and development needs and identification of any action that should be taken to address them
 - a recommendation on pay progression where that is relevant and in keeping with the relevant terms and conditions of employment
- 6.8.8 The assessment of performance and of training and development needs will inform the planning process for the following appraisal and training period.
- 6.8.9 Recommendations on pay will be referred to the Headteacher before being referred on to the Academy Governing Board.

6.9 Confidentiality

Access to the written appraisal report will normally be limited to the appraisee, the appraiser, the Headteacher and/or nominated member of the senior management team and those with line management responsibilities.

6.10 Equality and consistency

6.10.1 The Headteacher will have overall responsibility for the quality assurance of the appraisal process across the school. This will include ensuring the consistency and equality of application of the process throughout the school. The Headteacher may delegate responsibility for monitoring consistency and equality of application to a teacher member of the senior management team. The School Business Manager will often take this role for non-teaching staff.

6.10.2 The Headteacher will be responsible for reporting regularly to the AGB on any relevant issues, including those of underperformance, arising from the annual review cycle and on any action required to address those issues. The report will enable governors to receive an overall general report of the process but will not include specific details relating to individual members of staff.

6.10.3 The Academy Governing Board is committed to ensuring consistency of treatment and fairness and will abide by all relevant equality legislation.

6.11 Retention of statements

The Academy Governing Board and Headteacher will ensure that all written appraisal records are retained in a secure place for six years and then destroyed.

7 PAY REVIEWS

7.1 The Academy Governing Board will ensure that each teacher's salary is reviewed annually with effect from 1 September and that each teacher is notified of the outcome by no later than 31 October each year or 31 December for the Headteacher, and that all teachers are given a written statement setting out their salary and any other financial benefits to which they are entitled.

7.2 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 will be given after any review and where applicable will give information about the basis on which it was made.

- 7.3 Where a pay determination leads or may lead to the start of a period of salary safeguarding, the AGB will give the required notification as soon as possible and no later than one month after the date of the determination.
- 7.4 Non-teaching staff will also have their reviews undertaken annually in line with the academic year (September – August); notification of the outcome will be given by no later than 31 October each year. Pay determinations will take effect from 1 June each year.
- 7.5 It will be possible for a ‘no progression’ determination to be made without recourse to the capability procedure.
- 7.6 To be fair and transparent, assessments of performance will be properly rooted in evidence. Fairness will be assured by annual monitoring of the application of the pay policy and pay decisions.
- 7.7 Decisions regarding pay progression will be made with reference to performance appraisal reports and the pay recommendations they contain. In the case of NQTs, pay decisions will be made by means of the statutory induction process.
- 7.8 Teachers’ performance appraisal reports will contain pay recommendations. Final decisions about whether or not to accept a pay recommendation will be made by the AGB, having regard to the performance appraisal report and taking into account advice from the senior leadership team. The Academy Governing Board will consider its approach in the light of the school’s strategic priorities and ensure that appropriate funding is allocated for pay progression at all levels.
- 7.9 In this school, judgements of performance will be made against objectives met, any relevant standards which apply to the role, and for teachers, the school’s skill level/behaviour descriptors/career grade expectations.

8 PAY PROGRESSION BASED ON PERFORMANCE

Non-teaching Staff

- 8.1 Progression of incremental points for non-teaching staff will be subject to a review of their performance set against the annual appraisal review.

Through appraisal the school shall:

- a. award an increment to those who achieve an overall ‘Fully Achieved’ rating against their objectives.
- b. withhold an increment for employees that are awarded a ‘Not Met’ or ‘Partly Met’ rating.
- c. For staff that transferred into the Trust through TUPE that have retained their terms and conditions only: the trust will award additional payments to employees

who achieve an overall 'Exceed' rating against their objectives. For those staff that are not at the top of their scale will increment and receive a non-consolidated one off payment of 1%. Staff at the top of their scale will receive a non-consolidated one off payment of 2%.

Teaching Staff

- 8.2 Progression on the pay range for a member of teaching staff, including members of the leadership group, will be subject to a review of their performance set against the annual appraisal review and the Governors' relevant skills level descriptors, as applicable. Employees will not move from Band 1 to Band 2 or from Band 2 to Band 3 on their range or ISR as appropriate until all the elements of the governors' skills level descriptors applicable to the post for either Band 2 or Band 3 respectively have been met.
- 8.3 The AGB may award one increment for sustained high quality performance against the criteria in section 8.2 above or may award two or more increments where performance has been exceptional and exceeded the expectations set out in section 8.2.
- 8.4 Where performance has not been of a sustained high quality the AGB may decide that there should be no pay progression.
- 8.5 The Trust has determined that a member of the teaching staff appointed to Band 1 on their range would, other than in exceptional circumstances, be expected to have progressed to Band 2 within 2 to 3 years of taking up their post. In circumstances where the employee's performance is not at that level this will be addressed through the school's appraisal, and possibly capability procedure.
- 8.6 Decisions regarding annual pay progression within the relevant ranges will be made with reference to teachers' performance appraisal statements and the pay recommendation they contain. In the case of Newly Qualified Teachers, whose appraisal arrangements are different, pay decisions will be made by means of the statutory induction process.
- 8.7 The Trust expects all teachers to perform at the highest possible level and to continue to improve their professional practice year on year. Performance appraisal objectives will be progressive and developmental, thereby ensuring that good performance is rewarded and that good teachers have the opportunity over a number of years, to progress to the maximum of their respective pay range.
- 8.8 Decisions on performance pay progression will be based on an assessment of the overall performance of the teacher.
- 8.9 A teacher will be eligible for annual performance pay progression where they:

- a. have been assessed as meeting all of the teaching standards, throughout the assessment period
- b. have had their teaching assessed as at least good **overall** during the assessment period
 - Upper Pay Range teachers will be expected to demonstrate increasing levels of outstanding teaching **overall**
 - Lead Practitioners will be expected to demonstrate outstanding teaching **overall**
- c. have been assessed as meeting the requirements of their job description/job role
- d. meet their individual performance appraisal objectives (consideration will be given where factors beyond the teacher's control have impacted on their ability to meet objectives)
- e. have demonstrated a personal responsibility for identifying and meeting their CPD needs
- f. are performing in line with the skill level/behaviour descriptors/career grade expectations

- 8.10 The evidence which will be considered in assessing performance will include:
- pupil progress data
 - quality of teaching against the Teaching Standards, including observed practice
 - self-assessment
 - professional dialogue
 - received feedback
 - performance appraisal statements
 - CPD records

and in the case of Upper Pay Range teachers and Lead Practitioners, evidence of their contribution beyond their own classroom and their impact on the wider school.

- 8.11 Where a teacher has been absent for some or all of the assessment period, an assessment will be based on performance during any periods of attendance and/or prior performance.
- 8.12 Where the performance pay progression criteria are **not** met, the teacher will not receive any performance pay progression. A decision not to award performance pay progression may be made without recourse to capability procedures. However, teachers who fail to meet the minimum teaching standards and/or who consistently fail to improve their practice or to sustain the expected level of performance for their pay level, may be subject to these procedures.
- 8.13 Where a decision not to progress is made, the teacher will be supported through the performance appraisal process to improve their performance.

9 MOVEMENT TO THE UPPER PAY RANGE

9.1 Applications and Evidence

9.1.1 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 they wish to submit an application.

9.1.2 Applications must:

- be made on the appropriate application and submitted to the Headteacher
- be submitted by the end of the summer term in each year (consideration will be given to accepting late applications where individual circumstances e.g. absence prevent this deadline being met)

9.1.3 An application will be successful, if the Headteacher and the Academy Governing Board 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 and
- the teacher has fulfilled the school's skills level descriptors/career grade expectations for Band 3.

In schools within the HfL MAT, 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 appraisal objectives over a sustained period

and in addition that;

- 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 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
 - contributing to policy and practice which has improved teaching and learning across the school

9.1.4 **Sustained** means maintained continuously over a period of at least 2 school years.

- 9.1.5 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 due to maternity, adoption, shared parental leave or ill health.
- 9.1.6 If a teacher is simultaneously employed at another school(s), they may submit separate applications if they wish to apply to be paid on the upper pay range in that school or schools. This school will not be bound by any decision made by another school.

9.2 The application will be assessed: processes and procedures

- 9.2.1 The Headteacher or another assigned member of the senior leadership team (SLT) will assess all applications to be paid on the Upper Pay Range and their recommendation will be considered by the Pay Committee.
- 9.2.2 The Headteacher or another assigned member of the SLT will use the evidence contained in the teachers' performance appraisal review paperwork to make their assessment. The academy improvement lead may, at the request of the CEO, support the Headteacher to make his/her assessment.
- 9.2.3 A teacher may, if they wish, provide additional evidence to support their application, but is not obliged to do so.
- 9.2.4 The Headteacher or assigned member of the SLT will discuss their recommendation with the teacher and the Pay Committee will confirm the decision by 31 October.
- 9.2.5 Where the application is approved, the teacher will progress to the minimum of the Upper Pay Range backdated to the 1 September (this will in effect be the beginning of the new appraisal year following the submission in the previous appraisal year).
- 9.2.6 Where the application is not successful, the Headteacher will provide feedback and the teacher will be provided with advice and support through the performance appraisal process to develop their skills with a view to them making a future successful application.
- 9.2.7 Teachers have the right to appeal any decision not to move them onto the Upper Pay Range.

10 APPEALS

- 10.1 Pay recommendations will be contained within Performance Appraisal Review Statements and these will be discussed with employees at the review meeting. Where an employee has concerns about the pay recommendation which cannot be resolved at the review meeting, they should include these on the

review statement for consideration by those responsible for making pay decisions.

- 10.2 An employee may make a formal appeal against a decision on pay, which must be submitted in writing within seven calendar days of receipt of written notification of that decision.
- 10.3 The grounds of appeals are that the decision maker(s):
 - incorrectly applied the provisions of the Teachers' Pay & Conditions Document / national / local terms and conditions
 - failed to have proper regard for statutory guidance
 - failed to take proper account of relevant evidence and/or took account irrelevant or inaccurate evidence
 - were biased or
 - otherwise unlawfully discriminated against the employee
- 10.4 Appeals will be heard by a working group of governors from the AGB. The group will consist of no less than three governors.
- 10.5 All appeals will be heard at a meeting, normally within 20 working days of receipt of the written appeal. The employee will be entitled to attend the appeal meeting, to make representations and to be accompanied by a work colleague or a member of a Professional Association or Trade Union.
- 10.6 Any written submissions relevant to the appeal must be circulated to all parties at least three working days prior to the meeting.
- 10.7 The decision of the appeals' working group will be notified in writing and, where the appeal is rejected, this will include a note of the evidence considered and the reasons for the decision.
- 10.8 The decision of the working group is final and there is no recourse to the staff grievance procedure.
- 10.9 The Headteacher shall be entitled to attend, for the purposes of providing information and advice (except in the case of his/her own salary), all proceedings of the pay appeals working group.
- 10.10 The role of the working group is not to make judgement about the effectiveness of individual staff. It is to satisfy themselves that any recommendation/decision has been made on the basis of evidence and has been made taking proper account of equal opportunities and that correct procedures have been followed.

11 MONITORING THE IMPACT OF THE POLICY

- 11.1 The Academy Governing Board will monitor the outcome and impact of this policy and annually assess its effect and continued compliance with equalities

legislation. The effect of the policy will be assessed particularly with reference to trends in progression across specific groups of teachers and the correlation between this and performance appraisal reviews and outcomes for pupils.

- 11.2 The pay of individual staff will remain confidential, shared only with those responsible for making pay decisions and managing administrative matters.

APPENDIX 1: TEACHING REFERENCE POINTS/SALARY BANDS *(to be completed by the individual school/academy)*

In this school, the Trust and Academy Governing Board agreed to use the leadership pay reference points published to support the School Teachers' Pay and Conditions Document.

The specific pay ranges and bands for leadership posts in this school are:

Headteacher Leadership Range

Leadership	XX	£.,.,.
Leadership	XX	£.,.,.
Leadership	XX	£.,.,.
Leadership	XX	£.,.,.
Leadership	XX	£.,.,.
Leadership	XX	£.,.,.
Leadership	XX	£.,.,.

Deputy Headteacher

Leadership	XX	£.,.,.
Leadership	XX	£.,.,.
Leadership	XX	£.,.,.
Leadership	XX	£.,.,.
Leadership	XX	£.,.,.

Assistant Headteacher

Leadership	XX	£.,.,.
Leadership	XX	£.,.,.
Leadership	XX	£.,.,.
Leadership	XX	£.,.,.
Leadership	XX	£.,.,.

Teaching and Learning Responsibility Payments			
TLR 2a	£.,.,.	TLR 1a	£.,.,.
TLR 2b	£.,.,.	TLR 1b	£.,.,.
TLR 2c	£.,.,.	TLR 1c	£.,.,.
		TLR 1d	£.,.,.
TLR3 range £517 to £2,577			
SEN Allowance			
£			

Band 1 Teacher	
Point 1	£.,.,.
Point 2	£.,.,.
Point 3	£.,.,.
Band 2 – Accomplished Teacher	
Point 4	£.,.,.
Point 5	£.,.,.
Point 6	£.,.,.
Band 3 – Expert Teacher (UPR)	
Point 7	£.,.,.
Point 8	£.,.,.
Point 9	£.,.,.

Unqualified Teacher Pay Range	
Point 1	£.,.,.
Point 2	£.,.,.
Point 3	£.,.,.
Point 4	£.,.,.
Point 5	£.,.,.
Point 6	£.,.,.

Leading Practitioner Range	
£ to £	

APPENDIX 2: PROFESSIONAL SKILLS LEVEL DESCRIPTORS

Professional Area	Relevant Standards	Band 1: Teacher			Band 2: Accomplished Teacher			Band 3: Expert Teacher		
		M1	M2	M3	M4	M5	M6	U1	U2	U3
Professional Practice	1.1(1);1.2(2,3,5) 1.3(1,3); 1.4(1,2,3); 1.5 all; 1.6 (1); 1.7(1,2,3); 1.8 (3); 2.1 (2,4); Preamble	Many, but not all, aspects of teaching over time are good			All aspects of teaching over time are good			Many aspects of teaching over time are outstanding		
Professional Outcomes	1.1(2) 1.2(1,2,3) 1.5(1) 1.6 (3,4) Preamble	With appropriate additional support, most pupils progress in line with school expectations			Most pupils progress in line with school expectations without additional support			Significant numbers of pupils exceed school expectations		
Professional Relationships	1.1(1) 1.6(4) 1.7(4) 1.8(2,3,5) 2.1(1,3,4) Preamble	Positive working relationships established with pupils, colleagues and parents			These working relationships result in good progress by all groups of pupils and productive sharing of professional practice with others.			Working relationships with colleagues are characterised by an enthusiastic commitment to helping them overcome professional challenges		
Professional Development	1.2(4,5) 1.3(1,2,4,5) 1.4(5) 1.5(2,3,4) 1.6(1) 1.8(4) 2.1(2) 2.3 Preamble	Develops professional practice in line with advice from more experienced colleagues			Takes a proactive role in identifying areas for professional development, accessing advice and adapting practice			Proactively leads the professional development of others in a way which leads to improved outcomes for pupils		
Professional Conduct	1.1(3); 1.7(1); 1.8(1); 2.1(all); 2.2; 2.3; Preamble	Meets the standards for professional conduct set out in the Teachers' Standards			Meets the standards for professional conduct set out in the Teachers' Standards			Meets the standards for professional conduct set out in the Teachers' Standards		