

seeat

SOUTH EAST ESSEX ACADEMY TRUST

# PAY POLICY

## 1 SCOPE AND PURPOSE

1.1 It is the policy of South East Essex Academy Trust ("SEEAT") to conduct all Trust business in an honest and ethical manner. This policy sets out the framework for making decisions on pay. It has been developed to comply with current legislation and follows where necessary the requirements of the School Teachers' Pay and Conditions Document (STPCD) and the Green Book.

1.2 In adopting this Pay Policy, the aim is to:

1.2.1 support the delivery of SEEAT's strategic development plan and school improvement plans;

1.2.2 support the recruitment and retention of a high-quality workforce;

1.2.3 enable SEEAT to recognise and reward staff appropriately for their contribution to the Trust;

1.2.4 ensure staff are well motivated and provide flexibility to recognise Trust staff performance linked to pay decisions;

1.2.5 help to ensure that decisions on pay are managed in a fair, just and transparent way; and

1.2.6 underpin SEEAT's Performance Management Policy and Appraisal Ethos.

1.3 pay decisions for all employees at SEEAT are ultimately made by the Trust Board but are delegated as set out in the policy.

1.4 This policy does not form part of any employee's contract of employment and it may be amended by SEEAT at any time.

## 2 WHO IS COVERED BY THIS POLICY?

2.1 This policy covers all employees at all levels and grades, including senior managers, officers, employees, trainees, part-time and fixed-term employees (collectively referred to as employees in this policy). It does not apply to agency staff and self-employed contractors.

## 3 WHO IS RESPONSIBLE FOR THIS POLICY?

3.1 The Trust Board has overall responsibility for the effective operation of this policy. The Trust Board has delegated day-to-day responsibility for operating the policy and ensuring its maintenance and review to the Chief Executive of the Trust.

3.2 The Headteacher of each school has the responsibility for determining the pay decisions for the staff in their school in line with this policy.

3.3 The Chief Executive Officer has the responsibility for determining the pay decisions for Central Office staff.

3.4 The Chief Executive Officer, in conjunction with the Trust Board, has the responsibility for determining the pay decisions for the Executive Team.

3.5 The Trust Board has responsibility for determining the pay decisions for the Chief Executive Officer and the Headteachers.

3.6 The Chief Executive has a specific responsibility, which may be delegated to the Director of People, to ensure the fair application of this policy.

3.7 The Trust Finance, People and Operations Committee will monitor these decisions across SEEAT for consistency and fairness and will be responsible for any appeals under this policy.

3.8 The Trust will implement all statutory pay requirements arising from the School Teachers' Pay and Conditions Document as updated from time to time following the recommendations of the School Teachers' Review Body (STRB) and any statutory requirements issued by the Secretary of State

## 4 EQUALITY, DIVERSITY AND INCLUSION

4.1 SEEAT will comply with relevant legislation:

4.1.1 Employment Relations Act 1999;

4.1.2 Equality Act 2010;

4.1.3 Employment Rights Act 1996;

4.1.4 The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000;

4.1.5 The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002;

4.1.6 The Agency Workers Regulations 2010.

4.1.7 The School Teachers' Pay and Conditions (England) Order 2026

4.2 SEEAT will promote equality in all aspects of work life, particularly as regards all decisions on advertising posts, appointing, promoting, and paying staff, training and staff development.

## 5 EQUALITITES AND PERFORMANCE RELATED PAY

5.1 SEEAT will ensure that its processes are open, transparent and fair. All decisions will be objectively justified. Adjustments will be made to take account of special circumstances, e.g., an absence on maternity or long-term sick leave. The exact adjustments will be made on a case-by-case basis, depending on the employee's and SEEAT's circumstances.

## 6 EMPLOYEE PAY REVIEWS

6.1 The Headteacher will ensure that each employee's salary in the school is reviewed with effect from 1st September and no later than 31st October each year, and, for those employed under the School Teachers Pay and Conditions Document, that all employees are given a written statement setting out their salary and any other financial benefits to which they are entitled. Support staff will receive a written statement setting out their salary and any other financial benefits to which they are entitled between 1st April and 30th June.

6.2 The Trust Finance, People and Operations Committee will ensure that the Headteacher's salary is reviewed with effect from 1st September and no later than 30th December each year and that the Headteacher is given a written statement setting out their salary and any other financial benefits to which they are entitled.

6.3 The Trust Board will ensure that the Chief Executive Officer's salary is reviewed with effect from 1st September and no later than 30th December each year, and that the Chief Executive Officer is given a written statement setting out their salary and any other financial benefits to which they are entitled.

6.4 The Chief Executive Officer, in conjunction with the Trust Finance, People and Operations Committee, will ensure that salaries in the Executive Team are reviewed with effect from 1st September and no later than 30th December each year, and that the Executive Team staff are given a written statement setting out their salary and any other financial benefits to which they are entitled.

6.5 The Chief Executive Officer and the Director of People will ensure that the Central Team teacher and leadership staff salaries are reviewed with effect from 1st September and no later than 30th December each year, and that they are given a written statement setting out their salary and any other financial benefits to which they are entitled.

6.6 The Chief Executive Officer and the Director of People will ensure that the Central Team support staff salaries are reviewed with effect from 1st April and no later than 30th June each year, and that they are given a written statement setting out their salary and any other financial benefits to which they are entitled.

6.7 Reviews may take place at other times of the year, after consultation with the relevant employee, to reflect pay assimilation, significant changes in circumstances, and/or job descriptions that lead to a change in the basis for calculating an employee'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.

6.8 Reviewing pay for existing roles occurs when the responsibilities of a post have changed significantly. The key consideration as to whether a change is 'significant' is the extent to which the change creates new levels of accountability and responsibility.

6.9 The pay for the Chief Executive Officer and Trust Executive Team (spot salaries) will only be automatically reviewed if there is a significant increase in the number of pupils in the Trust. Trustees have agreed that this figure will be 1500 pupils, benchmarked against the October 2023 census (3520 pupils on roll). Notwithstanding this, Trustees reserve the discretion to review spot salaries at other times, for reasons including but not limited to changes in role or responsibilities, the need to support retention and recruitment, or to ensure alignment with market benchmarking and sector best practice.

6.10 For Headteachers, pay ranges are linked to the group size of the school. Therefore, the headteacher's pay range should only be re-determined if it's necessary to change the headteacher group, for example, because the school has grown in size or if they become permanently responsible for an additional school.

6.11 Where a payment leads or may lead to the start of a period of safeguarding for a teacher as set out in clause 19, SEEAT will give the required notification as soon as possible and no later than one month after the date of the determination.

## 7 BASIC PAY DETERMINATION ON APPOINTMENT OF TEACHING STAFF

7.1 The Trust Board will first calculate each school's group size as set out in the STPCD.

7.2 The Trust Board then has the discretion to increase each school's group size so that when the pay ranges are calculated in accordance with this document, there is the ability to pay more than the market rate (where there are specific contextual issues).

7.3 Following the above, the Trust Board will then determine the Individual School Range (ISR) in reference to the size of the school.

7.4 SEEAT leadership pay scales and teaching staff pay scales are within Appendix 1. The salary for the Headteacher will be determined by the formula set out in the STPCD. The pay scales reflect nationally agreed pay scales for maintained schools as set out in the STPCD. These are reviewed annually and any change shall be implemented from 1st September. Advertisements for the posts will specify the expected level of skills and experience for appropriate candidates relevant to the post. The advertisement will also include details of any additional payments or allowances applicable to the post.

7.5 SEEAT will honour pay portability in respect of Teachers transferring from another academy or maintained school. The offer letter will state the salary on appointment.

7.6 On the appointment of any other members of the senior leadership team the Chief Executive Officer of the Trust in consultation with the Headteacher will determine the starting salary within that range to be offered to the successful candidate.

7.7 For all other members of teaching staff, the Headteacher will determine the starting salary within that range to be offered to the successful candidate.

7.8 If the Headteacher believes that an appointment should be paid above the usual range for that post, then they must make an application to the Chief Executive Officer of the Trust for consideration.

7.9 In making such determinations in respect of these applications, Chief Executive Officer of the Trust, on behalf of SEEAT, may take into account a range of factors including;

7.9.1 the nature of the post;

7.9.2 the level of qualifications, skills and experience required;

7.9.3 market conditions;

7.9.4 the specific needs of SEEAT.

## 8 BASIC PAY DETERMINATION ON APPOINTMENT OF SUPPORT STAFF

8.1 Advertisements for support staff posts in schools and posts at the central office will include the relevant pay band for the post from the range of bands determined by SEEAT as appropriate for the post. The advertisement will specify the expected level of skills and experience for appropriate candidates relevant to the post. The advertisement will also include details of any additional payments or allowances applicable to the post.

8.2 Advertisements for vacant support staff posts in each school will be considered by the Headteacher of the school.

8.3 Advertisements for Chief Executive Officer will be considered by the Trust Board who will undertake a benchmarking exercise to determine the level of pay.

8.4 Advertisements for appointments within the Executive Team will be considered by the Chief Executive Officer, in conjunction the Trust Board.

8.5 Advertisements for Support Staff in the Central Office will be considered by the Chief Executive Officer.

8.6 Advertisements for support staff will indicate the number of working hours and working weeks and will show the appropriate salary and grade (including spinal column points).

8.7 SEEAT support staff pay scales are within Appendix 1. They reflect nationally agreed pay scales. These are reviewed annually and any change shall be implemented from 1st April.

8.8 All posts will be evaluated and graded, by the SEEAT HR Manager, within the appropriate range on SEEAT scales as set out in Appendix 1. These reflect the Essex schools' payscales and the NJC collective agreement, and are based upon the agreed job description and person specification. Should a candidate have skills, expertise or experience which would reflect a higher grading, or should the market conditions require a higher grading to be offered, the Headteacher must contact the Director of People providing the necessary evidence and the Chief Executive Officer of the Trust will make a decision.

8.9 Additional responsibilities undertaken temporarily, whether for a particular task, or to cover for an absence or vacancy, may be rewarded by additional payment in accordance with the relevant pay scales having regard to the level of additional responsibility undertaken.

8.10 Pay progression for support staff will normally be based on their current length of service and they should progress up the relevant defined range in accordance with the NJC 'green book' terms and conditions.

## 9 PAY PROGRESSION: CONTEXT

9.1 Annual pay progression of one point for all teaching and leadership positions within a defined range is automatic in accordance with the School Teachers' Pay and Conditions Document.

9.2 For teachers, progression from the main pay range to the upper pay range will be discussed with their Appraiser on an annual basis in line with section 11 of this policy.

9.3 Across SEEAT, all employees can still expect to receive regular, constructive feedback on their performance and are subject to an annual appraisal that recognises their strengths, informs plans for their future development, and where applicable, helps to enhance their professional practice. The arrangements that are underpinned by the core beliefs are set out in SEEAT's appraisal documentation. There is no longer a direct link between performance and pay progression and mainscale teaching staff will receive annual increments in the autumn term until they reach the top of their scale.

## 10 PAY PROGRESSION: INTEGRATION

10.1 The Trust will consider its approach in light of the budget for each Trust school and ensure that appropriate funding is allocated for pay progression at all levels.

10.2 Where exceptional performance is noted then the Headteacher may use their discretion to make a pay award of two incremental points.

10.3 Any recommendation for pay progression that exceeds two points on the teaching staff scale must be referred to the Chief Executive Officer of the Trust for a decision.

10.4 For SEEAT Headteachers, The Trust Board may award two pay progression points based on outstanding performance with particular regard to leadership, management and pupil progress at SEEAT.

10.5 There is no automatic pay progression for the Executive Team. Salaries will be decided by the Trust Board and Chief Executive Officer who will undertake an annual review to determine progression subject to the agreed parameters for pay review as detailed in clause 6.9

10.6 The Chief Executive Officer's pay will be decided by the Trust Board who will undertake a review to determine progression subject to the agreed parameters for pay review as detailed in clause 6.9.

## 11 UPPER PAY RANGE

11.1 Any qualified teacher can request, or can be put forward by the Appraiser to be paid on the Upper Pay Range and any such request must be assessed in line with this policy.

11.2 If the request is made by a teacher, then a simple request for consideration is sufficient. There is no need for a formal application.

11.3 The period for consideration of progression to UPS is normally 15 – 30 September 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.

11.4 For the assessment to be robust and transparent, decisions relating to progression to the Upper Pay Range will be evidence-based.

11.5 The member of the Senior Leadership Team responsible for the teacher's performance review will consider the two most recent appraisals at SEEAT, including any recommendation on pay, against the Upper Threshold Criteria set out in Appendix 2 and make a recommendation to the Headteacher. Where such information is not applicable or available, SEEAT may agree to adapt the process, but it will always require a written statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria which must be submitted by the applicant. Those teachers who have not been subject to two or more appraisal reviews, or who have been absent, through sickness, disability or maternity, may cite written evidence from a three-year period before the date of application in support of their application. For those with less than two years of employment within SEEAT, evidence will be required from their previous employer.

11.6 The Headteacher will make the final decision, on the recommendation of the relevant member of the Senior Leadership Team.

11.7 Teachers will receive written notification of the outcome by 31st December. Where the application is unsuccessful, the written notification will include feedback on the areas where it was felt that the teacher's performance did not satisfy the relevant criteria set out in this policy (see Appendix 2). Feedback will be given in a positive and encouraging environment and will include advice and support on areas for improvement to meet the relevant criteria.

11.8 Successful applicants will move to the minimum of the Upper Pay Range on 1 September (backdated to the commencement of the academic year). Exceptional applicants may be placed further up the range with agreement by the Headteacher.

11.9 Unsuccessful applicants can appeal the decision as set out in this policy.

11.10 For teachers in the Upper Pay Range, pay progression will be dealt with in accordance with clauses 9 and 10 of this policy.

## 12 LEADING PRACTITIONER ROLES

12.1 SEEAT does not currently intend to appoint to new Leading Practitioner posts. However, the Trust recognises that a small number of employees may continue to be employed on legacy Leading Practitioner contracts. The provisions in this section apply only to those existing

postholders unless the Trust determines that new Leading Practitioner roles should be established in the future.

12.2 The pay range for these posts will be within the minimum and maximum of the range for Leading Practitioners contained within the School Teachers' Pay and Conditions Document and will be determined by the role and range of responsibility of each post, which may vary across SEEAT.

12.3 Each post will be paid at a fixed point within the minimum and maximum range contained within the School Teachers' Pay and Conditions Document.

12.4 The pay range and starting salary for Leading Practitioner Roles will be determined by the Headteacher in consultation with the Chief Executive Officer of the Trust after taking into account the teacher's skills and experience.

12.5 Progression on the pay range for a member of staff paid on the Leading Practitioner pay range will be dealt with in accordance with clauses 9 and 10 of this policy.

12.6 SEEAT may also acquire leading practitioners as it grows through TUPE transfers and it will honour the pay scales which will transfer to it under TUPE in such circumstances.

## 13 PART-TIME EMPLOYEES

13.1 Teachers employed on an ongoing basis at SEEAT but who work less than a full working week are deemed to be part-time. SEEAT 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 as stated in the STPCD and working time arrangements and by comparison with SEEAT's timetabled teaching week for a full-time teacher in an equivalent post.

13.2 Support staff, including in the central team, employed on an ongoing basis at SEEAT but who work less than a full working week are deemed to be part-time. SEEAT 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.

## 14 SHORT NOTICE/SUPPLY TEACHER

14.1 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.

## 15 DIFFERENTIALS

15.1 Appropriate differentials will be created and maintained between posts within SEEAT, recognising accountability and job weight, and SEEAT's need to recruit, retain and motivate sufficient employees of the required quality at all levels. Differentials will be monitored by the Trust's Director of People.

## 16 ADDITIONAL PAYMENTS FOR TEACHERS

16.1 In accordance with the provisions and calculations in the STPCD, the Headteacher may make payments as they see fit to a teacher, in respect of:

16.1.1 continuing professional development undertaken outside the school day;

16.1.2 activities relating to the provision of initial teacher training as part of the ordinary conduct of the school;

16.1.3 participation in out-of-school hours learning activity agreed between the teacher and the Headteacher;

16.1.4 additional responsibilities and activities due to, or in respect of, the provisions of services relating to the raising of educational standards to one or more additional schools.

16.2 Any payments that are over £5,000 must be referred to the Chief Executive Officer of the Trust for approval before being made.

## 17 ADDITIONAL PAYMENTS FOR MEMBERS OF A SENIOR LEADERSHIP TEAM

17.1 SEEAT via the Trust Board may consider a discretionary payment not exceeding 25% of the salary for reasons which may include:

17.1.1 without such additional payment SEEAT considers that SEEAT would have substantial difficulty filling the vacant leadership post; or

17.1.2 to attract an appropriately qualified and experienced leadership candidate, e.g. location, specialism;

17.1.3 retaining them;

17.1.4 in the case of the Headteacher, they are appointed as a temporary Headteacher of one or more additional Trust schools; or

17.1.5 In exceptional circumstances, where attendance at work would clearly fall outside of usual contracted duties for a senior leader.

## 18 RECRUITMENT AND RETENTION INCENTIVE BENEFITS FOR TEACHERS

18.1 SEEAT can award lump sum payments, periodic payments, or provide other financial assistance, support, or benefits for a recruitment or retention incentive.

18.2 The Headteacher must make a recommendation supported by evidence for consideration by the Chief Executive Officer of the Trust.

18.3 The Chief Executive Office of the Trust will consider using their discretion under this policy where they consider it appropriate to do so in order to recruit or retain relevant staff. The Chief Executive Officer of the Trust will make clear at the outset, in writing, the expected duration of any such incentive or benefit, and the review date after which they may be withdrawn.

18.4 The Director of People will, nevertheless, conduct an annual formal review of all such awards and report to the Chief Executive Officer of the Trust.

18.5 In relation to a Headteacher, any 'additional payments' under this section will form part of the 25% limit on the use of all discretions, unless the Chief Executive Officer of the Trust chooses to use the 'wholly exceptional circumstances' discretion set out in the STPCD.

## 19 SAFEGUARDING ARRANGEMENTS FOR TEACHERS ONLY

19.1 Safeguarding will apply in accordance with the provisions of the STPCD (as amended) up to a maximum of three years whenever a teacher faces a reduction in salary through no fault of their own. If safeguarding applies, SEEAT will give notice of any duties which are being given to the teacher as work commensurate with their safeguarded sum or sums. Any teacher in receipt of a safeguarded sum that exceeds £500 who unreasonably refuses to carry out such additional duties will cease to be paid the safeguarded sum. Any such determination will be subject to appeal in the usual way.

## 20 TEACHING AND LEARNING RESPONSIBILITY ("TLR") PAYMENTS

20.1 Teaching and Learning Responsibility (TLR) payments will be awarded in accordance with the STPCD (as amended) to a teacher on the main scale or Upper Pay Range where a teacher is required to undertake a sustained additional responsibility within SEEAT's staffing structure for ensuring the continued delivery of high-quality teaching and learning for which they are accountable i.e. where a post:

20.1.1 is focussed on teaching and learning;

20.1.2 requires the exercise of a teacher's professional skills and judgement;

20.1.3 requires the teacher to lead, manage and develop a subject or curriculum area, or to lead and manage pupil development across the curriculum;

20.1.4 has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupil.

20.2 SEEAT has determined that TLR payments are reviewed annually and the values are as set out in Appendix 1. The Headteacher will determine the appropriate TLR1, TLR2 or TLR3 payment having regard to the level, scope and proportion of the additional responsibilities undertaken, in accordance with the STPCD.

20.3 The Headteacher may award a temporary fixed-term TLR3 payment for clearly time-limited School or Trust improvement projects or one-off externally driven responsibilities. The scale for this is as set out in Appendix 1.

20.4 Where a TLR exists within the school structure and establishment, the Headteacher decides who the TLR payment is awarded to. Changes in the TLR structure must be agreed with the Chief Executive Officer.

## 21 ACTING UP ALLOWANCE FOR TEACHING STAFF

21.1 Teachers who cover all of the duties associated with a post of a higher grade or allowance than their own for a period of at least 4 weeks will be considered by the Headteacher for payment of an acting allowance. This will normally be the difference between the teacher's substantive salary and the appropriate point on the pay range of the higher-level post, and will cover the whole period of acting up during which the teacher will be expected to undertake the full range of duties and responsibilities of the post.

21.2 The Headteacher will consider if an acting-up allowance is due and decide on the allowance to be awarded for those responsibilities of the post of a higher grade in line with SEEAT's pay scales.

## 22 HANDLING PAY GRIEVANCES AND APPEALS

22.1 If an employee believes that the final pay decision falls short of their expectations, they may wish to appeal against the decision, using the Appeal Hearing Procedure set out in this policy.

## 23 PAY APPEAL HEARING PROCEDURE

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

23.1.1 when an employee feels that a pay decision is incorrect or unjust; they may appeal against that decision, especially when there is new evidence to consider;

23.1.2 employees should put their appeal in writing to the Chief Executive Officer who will forward them to the Trust Finance, People and Operations Committee to be heard. All appeals should include sufficient details of their basis;

23.1.3 for a Headteacher the Appeal will be heard by the Trust Board. For all other employees, the Appeal will be heard by the Trust Finance, People and Operations Committee.

23.2 Appeals should be heard without unreasonable delay and at an agreed date, time and place.

23.3 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.

23.4 The Appeal will be heard no later than 20 (school) working days from the date on which the written appeal was received.

23.5 The Trust Finance, People and Operations Committee will invite the employee to set out their case. The Appraiser and the Headteacher in the case of a school and the Director of People in respect of the central team staff will also be asked to take the Trust Finance, People and Operations Committee through the procedures that were observed in their part of the pay policy determination process.

23.6 Following the conclusion of representations by all relevant parties, the Trust Finance, People and Operations Committee will then consider all the evidence in private and reach a decision. The Trust Finance, People and Operations Committee will write to the employee 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 Trust Finance, People and Operations Committee is final.

## 24 THE MODIFIED PROCEDURE

24.1 There will be no entitlement to invoke the appeal procedure in relation to a pay decision if the employee has left the employment of SEEAT.

24.2 Where an employee has, whilst employed by the Trust, lodged an Appeal against a pay decision but has then subsequently left the Trust's employment before any Appeal hearing is held, the following steps will be observed:

24.2.1 the employee must have set out details of their Appeal in writing;

24.2.2 the employee must have sent a copy of their Appeal to the Headteacher / or Chief Executive Officer of the Trust (as above);

24.2.3 the Headteacher, or in the case of Central Team staff, the Chief Executive will consult with relevant personnel and provide the employee with an appropriate written response on behalf of SEEAT.

## 25 MONITORING, EVALUATION AND REVIEW

25.1 The policy will be promoted and implemented throughout SEEAT.

25.2 The Trust Finance, People and Operations Committee will monitor the operation and effectiveness of arrangements referred to in this policy.

SEEAT will review this policy annually in consultation with the Unions under the Recognition and Collective Agreement.

**Appendix One**

**TEACHING AND LEADERSHIP PAYSCALES: 2026/27**

**These pay scales come into effect on 1st September 2026.**

| Unqualified Teacher Pay Scale | |
|---|---|
| 1 | **£23,397** |
| 2 | **£26,088** |
| 3 | **£28,767** |
| 4 | **£31,128** |
| 5 | **£33,816** |
| 6 | **£36,501** |

| Teaching and Learning Responsibilities (TLR) | |
|---|---|
| | |
| TLR 2A | **£3,663** |
| TLR 2B | **£6,093** |
| TLR 2C | **£8,916** |
| TLR 1A | **£10,542** |
| TLR 1B | **£13,785** |
| TLR 1C | **£17,820** |
| TLR 3 | **£735 - £3.609** |

| Main Scale Teacher Pay Scale | |
|---|---|
| 1 | **£34,071** |
| 2 | **£36,057** |
| 3 | **£38,406** |
| 4 | **£40,944** |
| 5 | **£43,533** |
| 6 | **£46,947** |

| SEN Allowance | |
|---|---|
| SEN 1 | **£2,889** |
| SEN 2 | **£5,691** |

| Upper Teacher Pay Scale | |
|---|---|
| SEEAT UP1 (UPS1) | **£49,140** |
| SEEAT UP2 | **£50,049** |
| SEEAT UP3 (UPS2) | **£50,961** |
| SEEAT UP4 | **£51,903** |
| SEEAT UP5 (UPS3) | **£52,839** |

| Leadership Range | |
|---|---|
| L1 | **£53,535** |
| L2 | **£54,933** |
| L3 | **£56,301** |
| L4 | **£57,705** |
| L5 | **£59,142** |
| L6 | **£60,627** |
| L7 | **£62,259** |
| L8 | **£63,693** |
| L9 | **£65,280** |
| L10 | **£66,960** |
| L11 | **£68,700** |
| L12 | **£70,284** |
| L13 | **£72,036** |
| L14 | **£73,833** |
| L15 | **£75,672** |
| L16 | **£77,688** |
| L17 | **£79,464** |
| L18 | **£81,468** |
| L19 | **£83,487** |
| L20 | **£85,554** |
| L21 | **£87,672** |
| L22 | **£89,847** |
| L23 | **£92,073** |
| L24 | **£94,356** |
| L25 | **£96,705** |
| L26 | **£99,093** |
| L27 | **£101,547** |
| L28 | **£104,061** |
| L29 | **£106,644** |
| L30 | **£109,296** |
| L31 | **£111,999** |

| Leadership Range (Contd) | |
|---|---|
| L32 | **£114,786** |
| L33 | **£117,630** |
| L34 | **£120,537** |
| L35 | **£123,540** |
| L36 | **£126,594** |
| L37 | **£129,741** |
| L38 | **£132,951** |
| L39 | **£136,191** |
| L40 | **£139,584** |
| L41 | **£143,076** |
| L42 | **£146,661** |
| L43 | **£148,836** |
| Lead Practitioner Range | |
| LP1 | **£53,856** |
| LP2 | **£55,206** |
| LP3 | **£56,580** |
| LP4 | **£57,990** |
| LP5 | **£59,433** |
| LP6 | **£60,924** |
| LP7 | **£62,562** |
| LP8 | **£64,005** |
| LP9 | **£65,607** |
| LP10 | **£67,290** |
| LP11 | **£69,039** |
| LP12 | **£70,629** |
| LP13 | **£72,387** |
| LP14 | **£74,199** |
| LP15 | **£76,044** |
| LP16 | **£78,063** |
| LP17 | **£79,860** |
| LP18 | **£81,867** |

**Support Staff Payscales**

**April 2026**

| Scale | Point | Value |
|---|---|---|
| | | |
| 1 | 3 | £25,615 |
| 2 | 4 | £26,017 |
| | 5 | £26,428 |
| 3 | 6 | £26,847 |
| | 7 | £27,274 |
| 4 | 8 | £27,709 |
| | 9 | £28,154 |
| 5 | 10 | £28,608 |
| | 11 | £29,071 |
| | 12 | £29,542 |
| | 13 | £30,024 |
| 6 | 14 | £30,515 |
| | 15 | £31,015 |
| | 16 | £31,526 |
| | 17 | £32,046 |
| | 18 | £32,578 |
| 7 | 19 | £33,120 |
| | 20 | £33,673 |
| | 21 | £34,237 |
| | 22 | £34,812 |
| | 23 | £35,571 |
| | 24 | £36,581 |
| 8 | 25 | £37,563 |
| | 26 | £38,511 |
| | 27 | £39,482 |
| | 28 | £40,445 |
| 9 | 29 | £41,178 |
| | 30 | £42,123 |
| | 31 | £43,150 |
| | 32 | £44,254 |
| | 33 | £45,530 |
| 10 | 34 | £46,580 |
| | 35 | £47,665 |
| | 36 | £48,738 |
| | 37 | £49,818 |
| 11 | 38 | £50,909 |
| | 39 | £51,928 |
| | 40 | £53,051 |
| | 41 | £54,143 |
| | 42 | £55,224 |
| 12 | 43 | £56,294 |
| | 44 | £57,465 |
| | 45 | £59,127 |
| | 46 | £60,776 |
| | 47 | £62,396 |
| | 48 | £64,060 |
| 13 | 49 | £67,014 |
| | 50 | £68,685 |
| | 51 | £70,361 |
| | 52 | £72,047 |
| | 53 | £73,712 |
| 14 | 54 | £76,424 |
| | 55 | £78,344 |
| | 56 | £80,266 |
| | 57 | £82,171 |
| | 58 | £84,078 |
| 15 | 59 | £85,571 |
| | 60 | £87,718 |
| | 61 | £89,854 |
| | 62 | £91,987 |
| | 63 | £94,130 |
| 16 | 64 | £101,125 |
| | 65 | £103,662 |
| | 66 | £106,181 |
| | 67 | £108,704 |
| | 68 | £111,238 |
| 17 | 69 | £114,209 |
| | 70 | £117,177 |
| | 71 | £120,136 |
| | 72 | £123,104 |
| | 73 | £126,072 |
| | 74 | £129,039 |

**Appendix 2: Upper Pay Range Assessment (optional)**

| **Name of Teacher** | | **Senior Leader** | | **Year of Assessment** | |
|---|---|---|---|---|---|

| **Standard** | **Description** | **Standard Met/Partially Met/Not Met** | **Evidence (including year)** |
|---|---|---|---|
| P1 | Contribute significantly, where appropriate, to implementing workplace policies and practice and to promoting collective responsibility for their implementation. | | |
| P2 | 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. | | |
| P3 | 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 examination and qualification. | | |
| P4 | Have an extensive knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learners' needs. | | |
| P5 | Have a more developed knowledge and understanding of their subjects/curriculum areas and related pedagogy including how learning progresses within them. | | |

| Standard | Description | Standard Met/Partially Met/Not Met | Evidence (including year) |
|---|---|---|---|
| P6 | Have sufficient depth of knowledge and experience to be able to give advice on the development and wellbeing of children and young people. | | |
| P7 | 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 developments, including those relating to subject/curriculum knowledge. | | |
| P8 | 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. | | |
| P9 | Promote collaboration and work effectively as a team member. | | |
| P10 | Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice, and providing advice and feedback. | | |

| | | | | | |
|---|---|---|---|---|---|
| **Recommendation** | | **Signed (Senior Leader)** | | **Date** | |
| **Determination** | | **Signed (Headteacher)** | | **Date** | |