

Schools Forum

PLEASE NOTE TIME OF MEETING

Wednesday, 23rd November,
2022
at 4.00 pm

virtual Meeting via MS Teams

This meeting is open to the public

LEAD OFFICER

Derek Wiles

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CONTACT

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AGENDA

1 APOLOGIES AND CHANGES IN MEMBERSHIP (IF ANY)

2 MINUTES OF PREVIOUS MEETING

(Pages 1 - 2)

Minutes of the meeting held on 23rd September 2009, attached.

3 DECLARATIONS OF INTEREST

In accordance with the Localism Act 2011, and the Council's Code of Conduct, Members to disclose any personal or pecuniary interests in any matter included on the agenda for this meeting.

NOTE: Members are reminded that, where applicable, they must complete the appropriate form recording details of any such interests and hand it to the Democratic Support Officer.

4 MEMBERS NOTED THE REQUIREMENT TO FILL IN AND RETURN DECLARATIONS OF INTEREST

(Pages 3 - 8)

5 STANDING ITEM: LA UPDATE ON DFE/ESFA FUNDING ANNOUNCEMENTS

(Pages 9 - 12)

To consider a briefing paper giving an update on DFE/ESFA funding announcements.

6 PFI UPDATE

(Pages 13 - 14)

To receive an update in regard to PFI across Southampton's Schools

7 SCHOOL IMPROVEMENT GRANT (Pages 15 - 16)

To receive a briefing detailing consideration relating to the school Improvement Grant

8 IN YEAR FAIR ACCESS

Discussion of the financial impact of the In Year Fair Access Protocol

9 TEACHER'S PAY AWARD AND POLICY

(Pages 17 - 44)

Papers detailing the Teacher's Pay Award and Policy

10 HIGH NEEDS UPDATE

To receive a briefing updating the Forum on High Needs

11 FUTURE PROGRAMME OF MEETINGS

Remaining dates Schools Forum dates for the **academic year 2022/23:**

Wednesday 18 January 2023, meet at 3.45pm for a 4.00pm start

Wednesday 2 March 2023, meet at 3.45pm for a 4.00pm start

Wednesday 12 July 2023, meet at 3.45pm for a 4.00pm start

Proposed dates for the **academic year 2023/24**

Wednesday 20 September 2023, meet at 3.45pm for a 4.00pm start

Wednesday 22 November 2023, meet at 3.45pm for a 4.00pm start

Wednesday 24 January 2024, meet at 3.45pm for a 4.00pm start

Wednesday 22 March 2024, meet at 3.45pm for a 4.00pm start

Wednesday 14 June 2024, meet at 3.45pm for a 4.00pm start

Wednesday 12 July 2024, meet at 3.45pm for a 4.00pm start

12 ANY OTHER BUSINESS AND CLOSING REMARKS AND DATE OF THE NEXT MEETING

To consider any additional items and note the date of forthcoming meetings

Day and Date: Wednesday 23 November 2022

Time: 3:45pm for 4:00pm start

Venue: Virtual

Tuesday, 15 November 2022

Service Lead, Education and Early Help,

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Agenda Item 2

SCHOOLS FORUM

MINUTES OF THE MEETING HELD ON 12 October 2022

<u>In attendance</u>	
<u>Chair and Vice Chair</u>	
John Draper	Headteacher Swaythling Primary
Harry Kutty	Headteacher Cantell
<u>Primary Schools</u>	
Debbie Mckenzie	Acting Headteacher Compass School
PK MacBride	Primary Governor Representative
Peter Howard	Headteacher – Fairisle Junior School
Amanda Talbot-Jones	Headteacher – St Deny’s Primary
Mike Adams	Headteacher Bitterne Manor Primary
<u>Secondary Schools</u>	
Jim Henderson	Headteacher Woodlands Community College
Roger Peplow	Governor Representative Secondary Schools
<u>Academy</u>	
James Rouse	Headteacher St Annes School
<u>Non-Schools</u>	
Rob Sanders	
<u>Observers</u>	
Sue Thompson	Early Years/Sure Start
<u>SCC Officers</u>	
Derek Wiles	
Steve Wade	
Clodagh Freeston	

Apologies

Neil Revell	Headteacher
Sean Preston	Hamwic Trust
Martin Brown	Principal Oasis Academy Sholing
Anna Wright	PVI for Early Years

1. **APOLOGIES AND CHANGES IN MEMBERSHIP (IF ANY)**

The Chair noted that Maria Smyth had stood down as representative of the Special Needs sector for the Forum after a number of years as representative Chair thanked

her for her previous contributions to the forum over the years and welcomed her replacement Neil Revell.

2. **MINUTES OF PREVIOUS MEETING**

RESOLVED: that the minutes for the Committee meeting on 15 June 2022 be approved and signed as a correct record.

3. **STANDING ITEM: LA UPDATE ON DFE/ESFA FUNDING ANNOUNCEMENTS**

The Forum received and noted a briefing paper detailing updates on the Provisional National Funding Formula announcement and additional support provided as part of the Homes for Ukraine programme.

The Forum noted that schools had been allocated an interim payment for the Homes for Ukraine programme but, that the authority was awaiting the full package of funding from Central Government.

In response to questions regarding 2023-24 funding it was explained that no additional funding had been announced but that that anxieties over both the rate of inflation nationally and the need to teachers pay rise were of concern. It was not clear whether there would be any additional funding or whether the additional SSG received in 2022-23 would be regarded as advanced funding for these pressures.

SOUTHAMPTON CITY COUNCIL

REGISTER OF MEMBERS INTERESTS – PLEASE COMPLETE AND RETURN TO MEMBER SERVICES WITHIN 14 DAYS

**Register of disclosures made in accordance with the Localism Act 2011, The
Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012 and
the Constitution of Southampton City Council**

I.....[full name], as a Member or co-opted member of Southampton City Council, give notice that I have set out my interests in Appendix 1 and 2 below, and have put 'NONE' where I have no such interest in any area.

SIGNATURE:

DATE:

Appendix 1 of this form contains Disclosable Pecuniary Interests as prescribed by the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012. It is a criminal offence, without reasonable excuse, to:-

- (i) fail to register a Disclosable Pecuniary Interest that you are aware of within 28 days of your election or re-election;
- (ii) take part in any debate or vote at any meeting where you have a registered or unregistered Disclosable Pecuniary Interest:
- (iii) to fail to declare at a meeting and / or take part in a debate or vote if you are aware that you have a Disclosable Pecuniary Interest that is not yet registered or notified to the Monitoring Officer:
- (iv) fail to register a Disclosable Pecuniary Interest within 28 days of declaring an unregistered Disclosable Pecuniary Interest at a meeting:
- (v) provide false or misleading information in relation to your registration or to be reckless as to its accuracy:
- (vi) take any steps or further action on a matter in which you have a Disclosable Pecuniary Interest other than referring it elsewhere.

Upon conviction a Member or Co-optee may be fined up to a maximum of £5,000 per offence.

Appendix 2 of this form contains 'Other Interests' required to be disclosed in accordance with the Code of Conduct for Members as set out in the Constitution of Southampton City Council. It is a breach of the Code of Conduct to fail to disclose any interest that you know or ought to know that you have as soon as such an interest arises.

Forms should be completed and returned to: The Monitoring Officer, C/O Democratic Services, Civic Centre, Southampton, SO14 7LY

Please retain one copy of this form for your own records.

APPENDIX 1

DISCLOSABLE PECUNIARY INTERESTS

Please complete ALL parts of this form. If you do not have an interest under a particular section, please put 'None'. All of your interests must be disclosed, including those of your Spouse or Partner (as defined below).

DISCLOSABLE PECUNIARY INTEREST	YOU	YOUR SPOUSE OR PARTNER (Your spouse, partner, a person you are living with as husband or wife, or a person with whom you are living as if they were a civil partner)
Any employment, office, trade, profession or vocation carried on for profit or gain.		
Sponsorship: Any payment or provision of any other financial benefit (other than from Southampton City Council) made or provided within the relevant period in respect of any expense incurred by you in carrying out duties as a member, or towards your election expenses. This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.		

<p>Any contract which is made between you / your spouse etc (or a body in which the you / your spouse etc has a beneficial interest) and Southampton City Council under which goods or services are to be provided or works are to be executed, and which has not been fully discharged.</p>		
<p>Any beneficial interest in land which is within the area of Southampton.</p>		
<p>Any license (held alone or jointly with others) to occupy land in the area of Southampton for a month or longer.</p>		
<p>Any tenancy where (to your knowledge) the landlord is Southampton City Council and the tenant is a body in which you / your spouse etc has a beneficial interest.</p>		
<p>Any beneficial interest in securities of a body where that body (to your knowledge) has a place of business or land in the area of Southampton, and either:</p> <p>a) the total nominal value of the securities exceeds £25,000 or one</p>		

<p>hundredth of the total issued share capital of that body, or</p> <p>b) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you / your spouse etc has a beneficial interest that exceeds one hundredth of the total issued share capital of that class.</p>		
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'Beneficial Interest' in relation to land means land or property that you own, or have a right to occupy (e.g. a tenancy) or receive an income from. This may include your home.

'Securities' means shares, debentures, debenture stock, loan stock, bonds, units of collective investment scheme within the meaning of the Finance Services and Markets Act 2000 and other securities of any description, other than money deposited with a building society.

APPENDIX 2

OTHER INTERESTS

Please complete ALL parts of this form. If you do not have an interest under a particular section, please put 'None'. All of your interests must be disclosed, including those of your Spouse or Partner (as defined below).

Please provide details of your membership of, or your occupation of a position of general control or management in:

Any body to which you have been appointed or nominated by Southampton City Council

Any public authority or body exercising functions of a public nature
(E.G. Primary Care Trust, Police Authority, Other Councils)

Any body directed to charitable purposes
(E.G Any charitable trusts such as a Freemason Lodge, Trust or Academy School, Other charitable organisation).

Any body whose principal purpose includes the influence of public opinion or policy

(includes any political party or trade union, single interest action groups, National Trust, Friends of the Earth etc.)

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SUBJECT: LA UPDATE ON DFE/ESFA FUNDING
DATE: 23 November 2022
RECIPIENT: School's Forum

SUMMARY:

Update of DFE/ESFA funding to provide update on

1. Provisional NFF Funding announcement 2023/24

BACKGROUND and BRIEFING DETAILS:

LA UPDATE ON DFE/ESFA FUNDING

1. The DFE/ESFA have published provisional NFF funding for 2023/24.
2. Initial modelling in the Authority Proforma Tool (APT) shows that it will be necessary to make adjustments to the factors used to distribute the school's funding. It should be noted that these amounts are scheduled to be updated in December with data from the October 2022 census.
3. If the National Funding Formula (NFF) rate was used for all factors there would be a shortfall of £1,034k.
4. In order to illustrate how the funding could be distributed just the basic entitlement has been reduced by 0.8% from the NFF and all other factors kept at the NFF. As a reminder the Schools Forum can adjust the rates from the NFF by a factor of 2.5%.
5. The table below shows how the overall schools block funding can be distributed across the factors

Factor	Total	Percentage
Basic Entitlement	£128,255,472	72.03%
Deprivation	£22,539,546	12.66%
English as an Additional Language (EAL) / Mobility	£2,788,013	1.57%
Low Prior Attainment	£11,450,187	6.43%
Lump Sum	£8,697,865	4.88%
Sparsity Factor	£0	0.00%
Split Sites	£56,904	0.03%
PFI	£738,900	0.41%
Growth Fund	£392,992	0.22%
Minimum Funding Guarantee	£1,348,631	0.76%
NNDR (Paid directly by ESFA)	£1,801,099	1.01%

BRIEFING PAPER

6. The following table shows the NFF rates and the maximum and minimum amounts allowed to be used if the schools Forum chooses to vary.

Factor	23-24 NFF including ACA	23-24 APT minimum	23-24 APT maximum
Primary basic entitlement	£3,442.23	£3,356.17	£3,528.28
KS3 basic entitlement	£4,852.99	£4,731.67	£4,974.32
KS4 basic entitlement	£5,469.63	£5,332.89	£5,606.38
Primary FSM	£486.82	£474.65	£498.99
Secondary FSM	£486.82	£474.65	£498.99
Primary FSM6	£715.02	£697.14	£732.89
Secondary FSM6	£1,044.64	£1,018.52	£1,070.75
Primary IDACI F	£233.27	£227.44	£239.10
Primary IDACI E	£283.98	£276.88	£291.08
Primary IDACI D	£446.25	£435.10	£457.41
Primary IDACI C	£486.82	£474.65	£498.99
Primary IDACI B	£517.25	£504.32	£530.18
Primary IDACI A	£679.52	£662.53	£696.51
Secondary IDACI F	£339.76	£331.27	£348.25
Secondary IDACI E	£451.32	£440.04	£462.61
Secondary IDACI D	£628.81	£613.09	£644.53
Secondary IDACI C	£689.66	£672.42	£706.90
Secondary IDACI B	£740.37	£721.86	£758.88
Secondary IDACI A	£943.22	£919.63	£966.80
Primary EAL3	£588.24	£573.54	£602.95
Secondary EAL3	£1,587.24	£1,547.56	£1,626.92
Primary LPA	£1,171.41	£1,142.13	£1,200.70
Secondary LPA	£1,774.87	£1,730.50	£1,819.24
Primary mobility	£958.43	£934.47	£982.39
Secondary mobility	£1,379.33	£1,344.84	£1,413.81
Primary lump sum	£129,818.88	£126,573.41	£133,064.35
Secondary lump sum	£129,818.88	£126,573.41	£133,064.35
Primary sparsity	£57,100.02	£6,897.75	£58,527.52
Secondary sparsity	£83,063.80	£10,042.12	£85,140.39
Middle-school sparsity	£83,063.80	£10,042.12	£85,140.39
All-through sparsity	£83,063.80	£10,042.12	£85,140.39

7. Further analysis showing the impact of the adjustments will be circulated for the meeting.

BRIEFING PAPER

8. A decision will be required from maintained and academy schools on the factors to adjust when allocating the funding
9. It is recommended that the in year growth funding rates are updated from the 2021/22 allocations to reflect the increased funding from the Schools Supplementary Grant. This would mean that the propose increasing the lump sum from £66,000 to £72,500 primary and from £88,300 to £97,200 secondary for these changes. The growth amounts are not confirmed until pupil numbers are known.
10. Vote required from maintained and academy schools to approve this increase
11. A separate item is on the agenda for the PFI factor

Further Information Available From:	Name:	Steve Wade
	E-mail:	Steve.Wade@Southampton.gov.uk

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SUBJECT: PFI UPDATE
DATE: 23 November 2022
RECIPIENT: School's Forum

BACKGROUND and BRIEFING DETAILS:

PFI UPDATE

1. We have 3 PFI secondary schools with additional PFI premises costs of £738,000. In 2017/18 this increased from £450,000, which reflected the increased floor area to £26.81 m2. This value has remained constant since then.
2. A compensating 0.42% correction on average to other school balances (including academies) would be required to fund the adjustment.
3. Vote required from maintained and academy schools to approve a technical adjustment relating to the PFI costs.

Further Information Available From:	Name:	Steve Wade
	E-mail:	Steve.Wade@Southampton.gov.uk

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School Improvement Officer Monitoring and Improvement Grant (SMIG)

- 1) The SMIG used to be paid directly to the LA – this year 50% went to schools and 50% the LA. Next year 100% will go to school who have the option at Schools Forum to give it back to the LA
- 2) The grant has been used to pay for SIO's in the primary, special and secondary phases
- 3) The proposal is that instead of the LA asking for the money to be refunded that schools should take responsibility for using the money in the way that they choose to bring about improvement.

Advantages

- a) Schools will be at liberty to employ who they want and as often as they like
- b) The money could be used more imaginatively to bring about improvement

Disadvantages

- A) Potentially no independent objective assessment of the quality of provision
- B) The LA would no longer 'know its schools'
- C) This will mean that when Ofsted inspect LA Officers would no longer be able to give a detailed feedback on the qualities of the school
- D) When HMI make contact about a complaint it will not be possible to speak with authority on issues such as behaviour, safeguarding, bullying etc.
- E) Weaker schools may choose not to use the funding well, leading to a further diminution in the quality of education

Model Policy for Determining Teachers' Pay 2022/23

The relevant Body of _____ School adopted this policy on _____

INTRODUCTION

This policy sets out the framework for making decisions on teachers' pay. It has been developed to comply with current legislation and the requirements of the School Teachers' Pay and Conditions Document (STPCD) and has been consulted on with staff and/or the recognised trade unions. A copy of this document will be made available to staff at the school.

In adopting this pay policy the aim is to:

[Insert your school's / local authority aims here. For example:

- *assure the quality of teaching and learning at the school*
- *support the recruitment and retention of a high quality teacher workforce*
- *enable the school to recognise and reward teachers appropriately for their contribution to*
- *the school*
- *help to ensure that decisions on pay are managed in a fair, just and transparent way.]*

Pay decisions at this school are made by the relevant Body. The relevant Body will be responsible for the review of the Pay Policy. The Head Teacher will be responsible for advising the relevant Body on its decisions.

[Insert any particular arrangements for your school / local authority. For example, decisions may be made by an individual (e.g. a governor or the head) or a pay committee of the relevant Body].

The mandatory cost of living pay rise will be applied in accordance with the current STPCD.

PAY REVIEWS

The relevant Body must consider annually whether or not to increase the salary of staff who have completed a year in employment since the previous pay determination, with effect from 1 September and no later than 31 October each year, and that all teachers are given a written statement setting out their salary and any other financial benefits to which they are entitled.

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.

All pay decisions must be made on objective criteria so that there is no discriminatory effect on any group of teachers with a protected characteristic under the Equality Act 2010 (Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation) or TU membership. Pay determinations must comply with all the requirements of discrimination legislation – Employment Rights Act 1999, Equality Act 2010, Part time workers (Prevention of less

Favourable Treatment) Regulations 2002 and the Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002

Where a pay determination leads or may lead to the start of a period of safeguarding, the relevant Body will give the required notification as soon as possible and no later than one month after the date of the determination in accordance with the current STPCD.

BASIC PAY DETERMINATION ON APPOINTMENT

The relevant Body undertakes that it will not restrict the pay range advertised or starting salary and pay progression prospects available for classroom teacher posts, other than the minimum of the Main Pay Range and the maximum of the Upper Pay Range.

In making such salary pay range determinations for **advertising posts**, the relevant Body should take into account a range of factors, including:

(These options are for guidance only and are not intended to supply an exhaustive list, and may not apply to all appointments):

- the level of the post
- the level of qualifications, skills and experience required
- recruitment incentives for difficult to recruit to posts

The salary range will be made clear by the School / local authority in any recruitment advertising and throughout the selection process. E.g. Unqualified Teacher Range, Main Pay Range to Upper Pay Range and any TLR if applicable, Leading Practitioner Range or the Leadership Range, including any recruitment incentives.

In determining the starting salary for a teacher, including unqualified and unattached teachers, the relevant Body will determine the salary to be offered on the following basis:

- The relevant body will apply the principle of pay portability, subject to the appropriate area or group pay range, in making pay determinations for all new appointees to the school.
- Consider the starting salary for unattached teachers in accordance with the STPCD.
- The level of relevant qualifications, skills and experience in line with the following:
 - One point for each year of service as a qualified teacher in a school, higher education or further education, including sixth form colleges in England or Wales, or in countries outside England and Wales in the maintained sector of the country concerned;
 - One point for each three years of non-teaching experience spent working in a relevant area, including industrial or commercial training, time spent working in an occupation relevant to the position applied for.
- Current qualified teachers applying will be appointed to the appropriate pay range either the Main Pay Range, the Upper Pay Range, leadership or leading practitioner pay range as appropriate.

PAY PROGRESSION BASED ON PERFORMANCE

In this school/local authority all teachers can expect to receive regular, constructive feedback on their performance and are subject to an annual appraisal process where teachers have completed a year in employment since the previous annual pay determination (see also absences during the appraisal cycle below). It should recognise their strengths, inform plans for their future development, and help to enhance their professional practice. The arrangements for teacher appraisal are set out in the school's / local authority's appraisal policy.

Decisions regarding pay progression will be made with reference to the teachers' performance as assessed through the appraisal reports and the pay recommendations they contain. In the case of Early Career Teachers (ECT), whose appraisal arrangements are different, pay decisions will be made by means of the statutory induction process with progression being able to occur both during and after induction.

It will be possible for a 'no progression' determination to be made without recourse to the Professional Support Policy for teaching staff, or the Professional Support Procedure for Headteachers. However, a 'no progression' determination should not be a surprise to the individual as they should have been made aware that they have not made sufficient progress in achieving their objectives or have failed to maintain the Teaching Standards.

To be fair and transparent, assessments of performance will be properly rooted in evidence. In this school / local authority we will ensure fairness by *(insert here how the school / local authority will ensure that objectives and assessments are consistent, including any arrangements for quality assurance, moderation and ensuring compliance with discrimination legislation and the nine protected characteristics: Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation or TU membership)*. Pay determinations must comply with all the requirements of discrimination legislation – Employment Rights Act 1999, Equality Act 2010, Part time workers (Prevention of less Favourable Treatment) Regulations 2002 and the Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002.

The evidence we will use may include *(insert here the range of sources that may be used as the basis for assessing performance e.g. self-assessment, tracking pupil progress, lesson observations etc.)* These will be assessed against the objectives set within the appraisal and progression will be on the basis of teachers meeting all or showing significant progress towards their objectives and maintaining the relevant Teachers Standards. If the appraisal is deemed to be successful and they are maintaining the relevant teaching standards, staff will progress either annually for the main pay range or bi-annually for the upper pay range or annually in exceptional circumstances.

Teachers' appraisal reports will contain written pay recommendations. Final decisions about whether or not to accept a pay recommendation will be made by the relevant Body, having regard to the appraisal report and the pay recommendation contained therein taking into account advice from the senior leadership team. Pay decisions must be clearly attributable to the performance of the teacher in question. The relevant Body will ensure that appropriate funding is allocated for pay progression at all levels.

Appraisal objectives will be appropriate to the scale point the teacher is on and in line with their level of experience and where applicable in accordance with the 2012 Regulations.

Pay progression should be in line with the pay reference points within the relevant grade

for the post. E.g. M1 – M6 or UP 1 – 3 etc.

Continued good performance should give an unqualified teacher an expectation of progression to the top of their pay range.

In this school / local authority, judgements of performance will be made against (*insert here how performance will be assessed against objectives and the relevant standards*) and teachers will be eligible for pay progression if (*insert here what the minimum expectations are for pay progression*).

ABSENCES DURING THE APPRAISAL CYCLE

Employees going on maternity, adoption or shared parental leave should have an appraisal completed prior to the beginning of the leave wherever possible. This will contain a pay recommendation for consideration at the School's annual appraisal and pay recommendation cycle.

To ensure that employees are not disadvantaged due to absence (for example maternity/ adoption leave, shared parental leave or long term sickness etc.) a person has completed a year of service if they have completed periods of employment amounting to at least 26 weeks in aggregate in the previous school year / previous 12 months. Where a person is absent from work due to pregnancy, maternity leave, adoption leave, shared parental leave, unpaid parental leave or paternity leave, the period of absence counts towards the 26 weeks referred to above.

For absences other than those detailed above, the relevant body may determine that the period of absence counts as if the person was at work.

UNQUALIFIED TEACHERS PAY RANGE

The pay range for an unqualified teacher in this School / local authority has been agreed by the relevant body and is shown in the table below.

Pay progression to the main pay range for unqualified teachers at this School will be determined in accordance with the criteria set out in the School Teachers Pay and Conditions Document.

Pay Range for Unqualified Teachers (UTR) 2022

Scale point	Annual Salary England and Wales (excluding the London Area)
	£
1	19,340
2	21,559
3	23,777
4	25,733
5	27,954
6	30,172

An additional allowance may be paid to an unqualified Teacher in accordance with the current STPCD document.

An unqualified teacher, on obtaining qualified teaching status, must transfer to the pay range for teachers in accordance with the provisions in the current STPCD document.

TEACHERS PAY RANGE

The pay range for classroom teachers in this School / local authority has been agreed by the relevant Body and is shown in the table below.

Pay Range for Teachers (Main scale) 2022

Scale point	Annual Salary England and Wales (excluding the London Area)
1	£28,000.00
2	£29,800.00
3	£31,750.00
4	£33,850.00
5	£35,990.00
6	£38,810.00

Upper Pay Range for Post-Threshold Teachers 2022

Scale point	Annual Salary England and Wales (excluding the London Area)
U1	£40,625.00
U2	£42,131.00
U3	£43,685.00

Upper Pay Range – teachers **must** be paid on the UPR if:

- a) They are employed as a post threshold teacher for as long as they are employed at that school without a break in continuous service.
- b) They applied to be paid on the UPR and were successful in applying at that school and without a break in continuous service
- c) They were a teacher employed as a member of the leadership group in that school, continues to be employed at that school with no break in continuous service and was first appointed as such on or after 1/9/2000 and occupied such a post or posts for an aggregate period of 1 yr or more.

And the teacher in a – c above will not be paid on the pay range for leading practitioners or as a member of the leadership group.

UPR – teachers **may** be paid on the UPR if:

- a) The teacher is defined as a post-threshold teacher (PTT) but was not employed as a PTT in that school or was employed as a PTT in that school prior to a break in the continuity of employment.
- b) The teacher applied to another educational setting to be paid on the UPR in accordance with the current STPCD document and that application was successful or
- c) The teacher was formerly paid on the pay range for leading practitioners
- d) In the case of an unattached teacher, the teacher previously applied to be paid on the upper pay range (either to an educational setting or to an authority) and that application was successful

Progression through Pay Scales will be on the basis of performance measured through appraisals and written records will be maintained to record the rationale and basis for progression, as well as any decision not to award progression. It is strongly recommended that Schools conduct an annual Equality Impact Assessment.

It is recommended that pay progression is in line with the salary reference points within the relevant grade e.g. UP1-3.

Teachers should not be required to take on additional management responsibilities as part of progression to UPR if such duties would under normal circumstances be remunerated by way of a TLR payment or through leadership pay.

MOVEMENT TO THE UPPER PAY RANGE

Applications and Evidence

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 or not they wish to apply to be paid on the upper pay range.

Applications may be made once a year. Where teachers wish to be assessed, they should notify their appraiser in writing using the application form (as at Appendix Two) which should be submitted by the teacher to the appraiser in advance of the performance appraisal meeting. The teacher's application will be appended to their performance management/appraisal documentation. They can submit additional supporting evidence if they wish. NB. If you decide not to submit additional evidence it will not be viewed negatively.

(Insert information about application deadlines (e.g. start/end Academic year or terms – or an alternative deadline), applying particular attention to ensuring every teacher is treated fairly).

If a teacher is simultaneously employed at another school(s) / local authority, they must submit separate applications if they wish to apply to be paid on the upper pay range in that school / local authority or schools. This school / local authority will not be bound by any pay decision made by another school / local authority.

All applications should include the results of reviews and appraisals, including any recommendation on pay (or, where that information is not applicable or available, a statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria). Applications should contain evidence from the last two annual appraisals undertaken ensuring that teachers who have had breaks in service are treated equitably, also include information about how and to whom (e.g. line manager/ subject leader/ head of school/ head teacher) applications should be made.

The Assessment

An application from a qualified teacher will be successful where the relevant Body is satisfied that:

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

For the purposes of this pay policy:

- 'Highly competent' means for example:
Performance which is not only good but also good enough to provide coaching and mentoring to other teachers, where appropriate, giving constructive advice and feedback and are a role model for teaching and learning and demonstrate effective teaching practice, in order to help them meet the relevant standards and develop their teaching practice. For clarity this does not necessarily mean demonstrating experience of coaching and mentoring but to be of a standard where this would be appropriate. Keep up to date with teaching practice.
- 'Substantial' means:
Of real significance, validity or value to the school; they play an important role in the life of the school in achieving its objectives, make a distinctive contribution to improving pupil outcomes
- 'Sustained' means:
Maintained continuously and consistently over a long period e.g. 2 years.

See Appendix Three for suggested progression criteria.

In making its decision, the relevant body will have regard to the two most recent annual performance management/appraisal reviews.

The application will be assessed (*insert details of how the school / local authority will ensure that applications are assessed robustly, transparently and equitably, including who makes the initial assessment (e.g. line manager/subject leader/head of school/head teacher) and the role of the relevant Body in making the final determination*).

Processes and procedures

The assessment will be made within 20 working days* and the applicant will receive a response to their application, or if there is a single deadline for applications, whether there will be a single date for applicants to be informed of the outcome).

If successful, applicants will move to the upper pay range from (*insert timing of move to upper pay range e.g. start of term/academic year, including whether there will be a single date for all moves to the upper pay range to take place*). (*Insert who will decide (e.g. line manager / head teacher / relevant Body / Pay Committee) where on the upper pay range a successful teacher is placed, and, if teachers can start further up the range, (insert how their position on the upper pay range will be decided in a fair, consistent and equitable way) e.g. based on considerations including:*

- the nature of the post and the responsibilities it entails
- the level of relevant qualifications, skills and experience of the teacher

If unsuccessful, feedback will be provided by (*insert who will provide the feedback e.g. line manager/subject leader/head teacher/ head of school, how it will be given, what it will include and when it will be provided e.g. within 20 working days* of decision*).

Any appeal against a decision not to move the teacher to the upper pay range will be heard under the appeal arrangements set out in this document.

* These timescales may be amended by mutual agreement.

LEADING PRACTITIONER POSTS

The relevant Body of this School / local authority has agreed the pay ranges shown below for Leading Practitioner Teacher posts (*insert 5 scp - consecutive scps*) set within the range L1 – L18.

For Leading Practitioners, the Governing Body in this school has determined that Leading Practitioners shall have a pay range consisting of 5 consecutive points from the Leading Practitioners Pay Range. Progression through the range will be in accordance with annual performance appraisals. If the school has more than one Leading Practitioner post, it is not necessary for them to be on the same 5-point range - a determination will be made separately for each post as to the relevant 5-point range.

Pay Range for Leading Practitioners 2022

Scale Point	Annual Salary England and Wales (excluding the London Area)
--------------------	--------------------------------------------------------------------

1	£44,523.00
2	£45,639.00
3	£46,778.00
4	£47,941.00
5	£49,136.00
6	£50,368.00
7	£51,725.00
8	£52,917.00
9	£54,239.00
10	£55,633.00
11	£57,075.00
12	£58,391.00
13	£59,850.00
14	£61,343.00
15	£62,869.00
16	£64,541.00
17	£66,022.00
18	£67,685.00

This applies to the pay range of qualified teachers who are employed in posts where the primary purpose is the modelling and leading improvement of teaching skills and are paid above the maximum of the upper pay range.

The policy of this School / local authority will be to appoint any Leading Practitioner onto the bottom point of the determined salary range and progression will be reviewed on an annual basis.

Decisions regarding pay progression for Leading Practitioners will be made with reference to the teacher's appraisal reports and the pay recommendations they contain. It will be possible for a "no progression" determination to be made without recourse to the Professional Support Procedure for teaching staff or Disciplinary Procedure, in common with Teachers on the Main Pay Scale and Upper Pay Scale.

Leading Practitioners will not be eligible for TLRs or special educational needs allowances.

LEADERSHIP TEACHER POSTS (HEAD TEACHER, DEPUTY AND ASSISTANT HEAD

TEACHERS)

The pay range for the Head Teacher, Deputy Head Teacher and Assistant Head Teacher at this School will be determined in accordance with the criteria set out in the School Teachers Pay and Conditions Document.

The pay range for those in post will only need to be reviewed when there are significant changes in responsibilities on or after September 2014 or in order to maintain consistency with new appointees or other leader(s) whose role has had a significant change in responsibilities.

Headteachers may only be awarded reimbursement of reasonably incurred housing or relocation costs. All other recruitment and retention considerations in relation to a Headteacher must be taken into account when determining the headteacher's salary range.

Leadership Group Pay Ranges 2022

Group	Annual Salary England and Wales (excluding the London Area)
--------------	------------------------------------------------------------------------

1 L6 – L18	£50,122 – £66,684
2 L8 – L21	£52,659 – £71,765
3 L11 – L24	£56,796 – £77,237
4 L14 – L27	£61,042 – £83,126
5 L18 – L31	£67,351 – £91,679
6 L21 – L35	£72,483 – £101,126
7 L24 – L39	£78,010 – £111,485
8 L28 – L43	£86,040 – £123,057

Note:

The 2015 document provided for a 1% uplift to the minima of the eight headteacher pay group ranges but no uplift to the maxima value of the ranges. The 2016 document provided for a 1% uplift across the minima and maxima of all pay ranges and allowances. Because *(insert name of school)* has opted to retain defined leadership group spine points, this has resulted in differing values for range points L18, 21, 24, 27, 31, 35 and 39 within an individual headteacher's pay range, dependent on whether the points fall within or at the top of the allocated headteacher pay group range. The Leadership Group Pay Spine adopted by the School is shown in Appendix Four.

The leadership group pay range for *(insert name of school)* is *(Insert school group here)*.

Pay ranges for headteachers should not normally exceed the maximum of the headteacher group. However, the headteacher's pay range may exceed the maximum where the relevant body determines that circumstances specific to the role or candidate warrant a higher than normal payment. The relevant body must ensure that the maximum of the headteacher's pay range and any additional payments made does not exceed the maximum of the headteacher group by more than 25% other than in exceptional circumstances; in such circumstances, the governing body must seek external independent advice before providing such agreement and support its decision with a business case.

Under the current STPCD document there is no longer a statutory requirement for Schools to set an individual schools range (ISR) for its Head/Deputy/Assistant Head. However, to ensure equality and maintain pay scales that are fair and equitable across the City, it is recommended that Southampton Schools continue to determine an individual school range

(ISR) that is seven points (for Heads) and five points (for Deputies/Assistants).

The relevant Body of this School/local authority has established the following pay ranges for the Head Teacher, Deputy Head Teacher and Assistant Head Teacher (*insert details*).

For Headteachers undertaking an additional acting headship on a temporary basis for a maximum duration of no longer than two years an adjustment to their pay is temporary and safeguarding provisions will not apply when the arrangements cease, in accordance with the STPCD.

PART-TIME TEACHERS

Teachers employed on an ongoing basis at the school / local authority but who work less than a full working week are deemed to be part-time. The relevant Body will give them a written statement detailing their working time obligations and the standard mechanism used to determine their pay, subject to the provisions of the statutory pay and working time arrangements and by comparison with the school's timetabled teaching week for a full-time teacher in an equivalent post. The salary and any allowances, except for TLR3s, of a part-time teacher must be determined in accordance with the pro rata principle and in accordance with the current STPCD.

SHORT NOTICE/SUPPLY TEACHERS

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 (194 days for the school year beginning in 2022); periods of employment for less than a day being calculated on a pro-rata basis.

Teachers who are employed by the same authority throughout a period of 12 months beginning August or September must not be paid more, by way of remuneration, in respect of that period than would have been paid had the teacher been in regular employment throughout the period, in accordance with the current STPCD.

PAY INCREASES ARISING FROM CHANGES TO THE DOCUMENT

All teachers are paid in accordance with the mandatory, statutory provisions of the STPCD Document as updated annually.

(Insert sections on leadership pay, safeguarding arrangements and allowances. These can be carried over from your existing pay policy or as updated by the STPCD).

ALLOWANCES AND PAYMENTS

Teaching and Learning Responsibility Payments (TLR)

The relevant Body may award TLR payments in accordance with the School Teachers Pay and Conditions document. The criteria for determining the level of TLR 1 or 2 applicable to any post is set out within the STPCD.

Before awarding a TLR 1 or 2 the relevant body must be satisfied that the teacher's duties include a sustained additional responsibility which is included in the job description of their role or the role they are covering and in accordance with the STPCD.

The relevant Body may consider the award of a TLR 3 payment where such additional duties are clearly time-limited school improvement projects, or one-off externally driven responsibilities and in accordance with the current STPCD document. The duration of the

fixed term TLR payment must be established at the outset and payment will be made on a monthly basis for the duration of the established fixed term.

A teacher cannot hold a TLR 1 and TLR 2 concurrently, a teacher in receipt of either a TLR 1 or TLR 2 **may** also hold a concurrent TLR3.

Equal pay legislation must be complied with in the award of TLRs and it is strongly recommended that an annual Equality Impact Assessment is completed.

Unqualified teachers may not be awarded TLRs.
TLR3 payments are not subject to safeguarding.

Special Educational Needs (SEN) Allowances

The relevant Body will award SEN allowances in accordance with the provisions of the STPCD.

Performance Payments to Seconded Teachers, Acting Allowances, Residential Duties, Allowances to Unqualified Teachers, Continuing Professional Development or Additional Payments

Any of these allowances/payments will be considered and awarded in line with the provisions of the STPCD.

Honoraria

There is no provision within the STPCD for the payment of bonuses or honoraria in any circumstances. The relevant Body will not therefore pay any honoraria to a member of teaching staff for carrying out their professional duties as a Teacher.

Recruitment and retention incentives and benefits

The relevant Body may consider the payment of recruitment incentive payments in accordance with the current STPCD document for a period of *(insert)* to applicants recruited to posts that are considered to be hard to recruit to.

The decision to make a recruitment incentive payment will be made **before** the post is advertised and details will be included within any advertisement. Payments will only be made for recruitment and retention purposes and not for any other reasons relating to responsibilities. Any such payments will be reviewed on an annual basis after which they may be withdrawn. The relevant body will make clear at the outset the expected duration of any such incentives and the review date after which they may be withdrawn.

Such payments will not normally exceed a *(insert School / local authority policy – recommendation for maximum 3 years)* period.

[Optional paragraph]

The relevant Body may consider the granting of other financial assistance, support or benefits to a teacher who is recruited to a post considered to be hard to recruit to and/or to an existing teacher in a post where retention is a priority for the school. The granting of any incentive or benefit will be in line with the provisions within the current STPCD with confirmation as to whether it is a one-off or on-going (time-limited) provision. Any on-going arrangements will be reviewed on an annual basis after which they may be withdrawn.

SALARY SACRIFICE

Where the employer operates a salary sacrifice arrangement. The relevant Body will operate salary sacrifice arrangements in line with the provisions of the current STPCD.

SALARY SAFEGUARDING

The relevant Body will operate salary safeguarding arrangements in line with the provisions of the current STPCD.

APPEALS AGAINST PAY DECISIONS

The pay hearings and the appeal procedure performs the function of the grievance procedure on pay matters and therefore decisions should not be reopened under general grievance procedures.

A Teacher may seek a review of any determination in relation to their pay or any other decision affecting their pay taken by the relevant Body or any person acting under delegated authority on behalf of the relevant Body.

A review may be sought on the following grounds:-

- a) Where they can evidence that the correct policy or process has not been followed
- b) Where they have been treated unfairly
- c) Where there is new evidence to consider

The Teacher has 10 working days from receiving the written pay determination in which to register an appeal against their pay determination. The appeal must be in writing and sent to the decision maker and should set out in sufficient detail the grounds for the appeal. The decision maker will arrange to meet with the teacher to discuss the appeal. The recommender of the pay decision (if different from the decision maker) for that teacher may also be invited to the meeting.

Following the meeting, the decision maker will review all evidence presented and write to the teacher to notify them of the outcome. The letter will set out the further right of an appeal hearing.

If a Teacher is still dissatisfied at this stage, they should write to the Clerk of the relevant Body. An appeal hearing will be arranged within 10 working days. The Appeal Committee will consist of three Governors, none of whom have been previously involved in the pay determination for that teacher. Both the "recommender" and "decision maker" will attend the appeal hearing.

The Teacher has the right to be accompanied to the appeal hearing by either a trade union representative or a work colleague.

Following the appeal hearing, the appeals committee will adjourn to confer in private to reach a decision.

The decision of the appeals panel will be given in writing and, if rejected, reasons will be given together with the evidence considered. The decision of the appeal panel will be final and there is no further right of appeal.

These timescales may be extended by mutual agreement.

THE MODIFIED PROCEDURE

There will be no entitlement to invoke the appeal procedure in relation to a pay decision if the teacher has left the school.

Where a teacher has, whilst employed at the school, lodged an appeal against a pay decision but has then subsequently left the school 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 Chair of the relevant Body;
3. The Chair of the relevant Body will consult with relevant school personnel and provide the teacher with an appropriate written response on behalf of the school.

This decision is final and there is not right of appeal.

MONITORING THE IMPACT OF THE POLICY

The relevant Body or other appropriate body will monitor the outcomes and impact of this policy on an annual basis, including trends in progression across specific groups of teachers to assess its effect and the school's continued compliance with equalities legislation and also for audit purposes to show the basis on which decisions have been made. It is recommended that this is done in the form of an Equality Impact Assessment ensuring compliance with the nine protected characteristics: Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation or TU membership.

APPENDIX ONE

REMIT FOR THE PAY COMMITTEE OF THE GOVERNING BODY

The Pay Committee will comprise (number) Governors. All Governors will be eligible for membership of the pay committee, with the exception of staff Governors, and will be able to take part in any discussions relating to pay.

The Pay Committee is responsible for establishing the School pay policy, in consultation with the head teacher, staff and trade union representatives and submitting it to the relevant Body for approval.

The Pay Committee is responsible for reviewing the pay policy on an annual basis and reviewing the impact of pay decisions taken within the School to ensure no particular group or individual is unfairly disadvantaged. The Pay Committee will report to the relevant Body following its annual review process. It is recommended that this is done in the form of an Equality Impact Assessment ensuring compliance with the nine protected characteristics: Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation or TU membership. Pay determinations must comply with all the requirements of discrimination legislation – Employment Rights Act 1999, Equality Act 2010, Part time workers (Prevention of less Favourable Treatment) Regulations 2002 and the Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002

APPENDIX TWO

Upper Pay Range Application Form

Teachers Details:

Name:

Post _____

PM / Appraisal Details:

Years covered by planning / review statements

School(s) covered by planning / review statements

I am also submitting this additional evidence in support of my application (Optional):

Declaration:

I confirm that at the date of this request for assessment to cross the threshold I meet the eligibility criteria and I submit performance management /appraisal planning and review statements covering the relevant 2 year period (this may be longer due to maternity/adoption, shared parental leave etc.).

Applicant's signature _____ Date _____

APPENDIX THREE

UPPER PAY RANGE PROGRESSION CRITERIA

1) Professional Attributes

They play a key role in the achievement of the school / local authority objectives

They are a role model for teaching and learning, making a distinct contribution to enabling learners to reach their potential.

Their performance has been maintained continuously and consistently over a long period of time e.g. 2 years.

2) Professional knowledge and understanding

They keep up to date with teaching practice which they apply and which has resulted in improved teaching practice within the school / local authority.

They take advantage of appropriate continuous professional development and use the outcomes to improve pupil outcomes.

Have an extensive knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies that they role model.

Have an extensive knowledge and well-informed understanding of the assessment requirements and arrangements for the subjects/curriculum areas they teach e.g. those related to public examinations and qualifications or their specialism in a local authority.

Maintain an up to date knowledge and understanding of the different types of qualifications and specifications and their suitability for meeting learner's needs.

3) Professional skills

They promote collaboration and work effectively as a team member.

They contribute to the professional development of colleagues, for example through coaching and mentoring, demonstrating effective practice and providing constructive advice and feedback.

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, which integrate recent developments, including those that relate to subject/curriculum knowledge.

APPENDIX FOUR

Pay spine for the leadership group – 1 September 2022

Scale Point	Salary
L1	£44,305.00
L2	£45,414.00
L3	£46,548.00
L4	£47,706.00
L5	£48,895.00
L6	£50,122.00
L7	£51,470.00
L8	£52,659.00
L9	£53,973.00
L10	£55,360.00
L11	£56,796.00
L12	£58,105.00
L13	£59,558.00
L14	£61,042.00
L15	£62,561.00
L16	£64,225.00
L17	£65,699.00
L18*	£66,684.00
L18	£67,351.00
L19	£69,022.00
L20	£70,733.00
L21*	£71,765.00
L21	£72,483.00
L22	£74,283.00
L23	£76,122.00
L24*	£77,237.00
L24	£78,010.00
L25	£79,949.00
L26	£81,927.00
L27*	£83,126.00
L27	£83,956.00
L28	£86,040.00
L29	£88,170.00
L30	£90,365.00
L31*	£91,679.00
L31	£92,597.00
L32	£94,898.00
L33	£97,256.00
L34	£99,660.00
L35*	£101,126.00
L35	£102,137.00
L36	£104,666.00
L37	£107,267.00
L38	£109,922.00
L39*	£111,485.00
L39	£112,601.00
L40	£115,410.00
L41	£118,293.00

L42	£121,258.00
L43	£123,057.00



Pay spine for the leadership group

1st September 2022

Scale point	Amount	Scale point	Amount
L1	£44,305	L24*	£77,237
L2	£45,414	L24	£78,010
L3	£46,548	L25	£79,949
L4	£47,706	L26	£81,927
L5	£48,895	L27*	£83,126
L6	£50,122	L27	£83,956
L7	£51,470	L28	£86,040
L8	£52,659	L29	£88,170
L9	£53,973	L30	£90,365
L10	£55,360	L31*	£91,679
L11	£56,796	L31	£92,597
L12	£58,105	L32	£94,898
L13	£59,558	L33	£97,256
L14	£61,042	L34	£99,660
L15	£62,561	L35*	£101,126
L16	£64,225	L35	£102,137
L17	£65,699	L36	£104,666
L18*	£66,684	L37	£107,267
L18	£67,351	L38	£109,922
L19	£69,022	L39*	£111,485
L20	£70,733	L39	£112,601
L21*	£71,765	L40	£115,410
L21	£72,483	L41	£118,293
L22	£74,283	L42	£121,258
L23	£76,122	L43	£123,057

* the 2015 School Teachers Pay and Conditions Document provided for a 1% uplift to the minima of the eight headteacher pay group ranges but no uplift to the maxima value of the ranges. The 2016 and 2017 document provided for a 1% uplift across the leadership group pay range. This has resulted in differing values for range points L18, 21, 24, 27, 31, 35, and 39 within an individual headteacher's pay range, dependent on whether the points fall within or at the top of the allocated headteacher pay group range.

Salary ranges for Headteachers from 1st September 2022

Group	Range of spine points	If at the top of the School Group pay range*	If not at the top of the School Group pay range
1	L6 – L18	£50,122 – £66,684*	£50,122 – £67,351
2	L8 – L21	£52,659 – £71,765*	£52,659 – £72,483
3	L11 – L24	£56,796 – £77,237*	£56,796 – £78,010
4	L14 – L27	£61,042 – £83,126*	£61,042 – £83,956
5	L18 – L31	£67,351 – £91,679*	£67,351 – £92,597
6	L21 – L35	£72,483 – £101,126*	£72,483 – £102,137
7	L24 – L39	£78,010 – £111,485*	£78,010 – £112,601
8	L28 – L43	£86,040 – £123,057	£86,040 – £123,057

Paragraphs 4.1 – 11.2 of the School Teachers Pay and Conditions Document details how a school's leadership groups pay is determined.

Temporary payments to Headteachers

A governing body may determine that a payment is made to a headteacher for clearly defined temporary responsibilities or duties that are in addition to the post for which their salary is determined. The total sum of these temporary payments in any school year must not exceed 25% of the annual salary which is normally paid to the headteacher, and the total sum of salary and other payments made to a headteacher must not exceed 25% above the maximum of the headteacher group as detailed above.



Supply Teacher Pay Rates

1st September 2022

Scale point	Annual Salary (£)	Daily Rate (£) 1/194*
Main Scale Minimum	£28,000.00	£144.33
Reference 2	£29,800.00	£153.61
Reference 3	£31,750.00	£163.66
Reference 4	£33,850.00	£174.48
Reference 5	£35,990.00	£185.52
Main Scale Maximum	£38,810.00	£200.05
UPS Minimum	£40,625.00	£209.41
Reference 2	£42,131.00	£217.17
UPS Maximum	£43,685.00	£225.18

Additional allowance applicable to special schools supply teachers from 1st September 2022

Annual Allowance (£)	Daily Rate (£) 1/194*
£3,017	£15.55

Onus will be on the school establishing with the teacher what his/her daily rate is. It should be feasible for Supply Teachers to extract the relevant information from previous pay advice.

*Adjustment from usual 195 days due to reduction in working days for academic year 2022/23 for the Queen's Funeral. See section 42 of STPCD 2022.

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Southampton City Council



National Joint Council (NJC) pay scales

April 2022

Grade	SCP	Hourly rate	Annual salary*	
1	1	£10.41	£20,078	
2	2	£10.60	£20,442	
3	3	£10.79	£20,812	
3	4	£10.98	£21,189	
4	5	£11.18	£21,575	
4	6	£11.46	£22,113	
5	7	£11.59	£22,368	
5	8	£11.89	£22,941	
5	9	£12.10	£23,347	
5	10	£12.24	£23,620	
5	11	£12.50	£24,117	
6	12	£12.79	£24,684	
6	13	£12.93	£24,948	
6	14	£13.17	£25,409	
6	15	£13.53	£26,101	
6	16	£13.66	£26,357	
6	17	£13.91	£26,845	
Not in use	18	£14.17	£27,344	
7	19	£14.44	£27,852	
7	20	£14.71	£28,370	
7	21	£14.98	£28,899	
7	22	£15.26	£29,439	
7	23	£15.63	£30,152	
7	24	£16.12	£31,099	
7	25	£16.60	£32,019	
8	26	£17.06	£32,909	
8	27	£17.53	£33,819	
8	28	£18.00	£34,723	
8	29	£18.35	£35,411	
8	30	£18.81	£36,298	
9	31	£19.31	£37,261	
9	32	£19.85	£38,295	
9	33	£20.47	£39,493	
9	34	£20.98	£40,478	
9	35	£21.51	£41,495	
10	36	£22.03	£42,503	
10	37	£22.56	£43,516	
10	38	£23.09	£44,539	
10	39	£23.58	£45,495	
10	40	£24.13	£46,549	
11	41	£24.66	£47,573	
11	42	£25.18	£48,587	
11	43	£25.70	£49,590	
11	44	£26.19	£50,534	
11	45	£26.72	£51,544	
11	12	46	£27.24	£52,560
11	12	47	£27.77	£53,570
12	48	£28.30	£54,590	
12	49	£29.26	£56,456	
12	50	£30.07	£58,012	
12	13	51	£30.77	£59,355
13	52	£31.49	£60,755	
13	53	£32.22	£62,166	
13	54	£33.07	£63,799	
13	55	£33.94	£65,471	
13	56	£34.83	£67,192	

*rounded to the nearest £ (in this document - not in your pay)

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Teachers pay scales

1st September 2022

Pay Levels for classroom teachers

Main Pay Scale	Salary
Minimum	£28,000
Reference 2	£29,800
Reference 3	£31,750
Reference 4	£33,850
Reference 5	£35,990
Maximum	£38,810

Upper Pay Scale	Salary
Minimum	£40,625
Reference 2	£42,131
Maximum	£43,685

Additional payments for classroom teachers

(from September 2022)

Teaching and Learning Responsibilities

Teaching and Learning Responsibility (TLR) payment 3	£pa
Minimum	£600
Maximum	£2,975

(NB: TLR 3 payments are for a fixed period only and not attached to a post. Payments to be paid monthly. Not subject to safeguarding.)

Teaching and Learning Responsibility (TLR) payment 2	£pa
Minimum	£3,017
Maximum	£7,368

Teaching and Learning Responsibility (TLR) payment 1	£pa
Minimum	£8,706
Maximum	£14,732

Special educational needs allowance

Governing Bodies have the discretion to award a Special educational needs allowance to a teacher who fulfils the criteria as outlined in the current School Teacher's Pay and Conditions Document. As of 1st September 2022 the minimum allowance that can be paid is £2,384 and the maximum is £4,703.

Pay levels for Lead Practitioners – 1st September 2022

	Annual salary from 1 st September 2022
Minimum	£44,523.00
Reference 2	£45,639.00
Reference 3	£46,778.00
Reference 4	£47,941.00
Reference 5	£49,136.00
Reference 6	£50,368.00
Reference 7	£51,725.00
Reference 8	£52,917.00
Reference 9	£54,239.00

	Annual salary from 1 st September 2022
Reference 10	£55,633.00
Reference 11	£57,075.00
Reference 12	£58,391.00
Reference 13	£59,850.00
Reference 14	£61,343.00
Reference 15	£62,869.00
Reference 16	£64,541.00
Reference 17	£66,022.00
Maximum	£67,685.00

The primary purpose of a Lead Practitioner is to model and lead the improvement of teaching skills. Lead Practitioners should demonstrate excellence in teaching and will be able to contribute to leading the improvement of teaching skills. Schools will need to allocate a 5 point pay range to a leading practitioner post within the minimum and maximum range detailed above.

Recruitment and retention allowance

A school may pay incentives and benefits for recruitment and retention under the STPCD. A governing body should make clear at the outset the expected duration of any such incentive and benefit and the review date after which they may be withdrawn.

It is strongly recommended that retention allowances be paid monthly rather than as a lump sum.

Teachers' annual salary statements should record relevant details about how recruitment and retention payments will be paid and reviewed.

From 1st September 2014 no new recruitment and incentive allowances can be applied to headteachers, deputy headteachers, and assistant headteachers.

In addition, or instead of monetary payment, governing bodies may also award other assistance, support or benefit as an incentive for the recruitment of new teachers or the retention in their service of existing teachers.

Unqualified Teacher Levels – 1st September 2022

	Salary
Minimum	£19,340.00
Reference 2	£21,559.00
Reference 3	£23,777.00
Reference 4	£25,733.00
Reference 5	£27,954.00
Maximum	£30,172.00



Teaching & Learning Responsibility Points

	Academic Year commencing 01/09/2021		Academic Year commencing 01/09/2022	
	Annual £	Monthly £	Annual £	Monthly £
TLR 3				
Min	571		600	
Max	2833		2975	
TLR 2	Annual £	Monthly £	Annual £	Monthly £
2.1	2873	239.42	3017	251.42
2.2	3190	265.83	3350	279.17
2.3	3509	292.42	3685	307.08
2.4	3827	318.92	4019	334.92
2.5	4145	345.42	4353	362.75
2.6	4465	372.08	4689	390.75
2.7	4782	398.50	5022	418.50
2.8	5101	425.08	5357	446.42
2.9	5420	451.67	5691	474.25
2.10	5739	478.25	6026	502.17
2.11	6058	504.83	6361	530.08
2.12	6377	531.42	6696	558.00
2.13	6696	558.00	7031	585.92
2.14	7017	584.75	7368	614.00
TLR 1	Annual £	Monthly £	Annual £	Monthly £
1.1	8291	690.92	8706	725.50
1.2	8609	717.42	9040	753.33
1.3	8925	743.75	9372	781.00
1.4	9244	770.33	9707	808.92
1.5	9563	796.92	10042	836.83
1.6	9881	823.42	10376	864.67
1.7	10202	850.17	10713	892.75
1.8	10521	876.75	11048	920.67
1.9	10841	903.42	11384	948.67
1.10	11160	930.00	11718	976.50
1.11	11476	956.33	12050	1004.17
1.12	11792	982.67	12382	1031.83
1.13	12113	1009.42	12719	1059.92
1.14	12432	1036.00	13054	1087.83
1.15	12752	1062.67	13390	1115.83
1.16	13071	1089.25	13725	1143.75
1.17	13389	1115.75	14059	1171.58
1.18	13707	1142.25	14393	1199.42
1.19	14030	1169.17	14732	1227.67

Special Educational Needs Allowances

	Academic Year commencing 01/09/2021		Academic Year commencing 01/09/2022	
	Annual £	Monthly £	Annual £	Monthly £
SEN 1	2270	189.17	2384	198.67
SEN 2	4479	373.25	4703	391.92