



# **Thistly Meadow Primary School**

## **TEACHERS' PAY POLICY 2017 - 2018**

Approved by Governors (date) .....

Signed on behalf of the Governing body .....

**Chair of Governors**



# Thistly Meadow Primary School

## TEACHER'S PAY POLICY 2017-18

This policy applies to all Teachers and the Head Teacher based at Thistly Meadow Primary School and should be read in conjunction with the associated Pay Policy Guidance.

### 1. Scope

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- 1.1 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) 2017/18 'The Document', and has been consulted on with staff and/or the recognised trade unions.
- 1.2 ***In adopting this pay policy the aim is to:***
  - maximise the quality of teaching and learning at Thistly Meadow Primary 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
- 1.3 The Governing Body will agree the School budget annually and will ensure that appropriate funding is allocated for pay progression at all levels and in doing so recognise that funding cannot be used as a criterion to determine progression.
- 1.4 Any aspects of Teachers' pay and allowances not covered within the terms of this policy will be considered in line with The Document.

### 2. Appraisal

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- 2.1 A scheme of Appraisal for all teaching staff will be used, in accordance with the requirements of the Education (School Teachers' Appraisal) (England) Regulations 2012.

### 3. Equal Opportunities

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- 3.1 All pay-related decisions will be made to comply with relevant legislation including, as amended, the Employment Relations Act 1999, the Equality Act 2010, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000, the Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002.
- 3.2 The Governing Body will promote equality of opportunity in all areas taking account of individual circumstances e.g. absence on maternity leave or long term sickness and make adjustments where appropriate.
- 3.3 It is also important that schools are mindful of the impact of their decisions in terms of Equal Pay Legislation. Where an individual has had a successful performance management review, pay progression should be awarded.

## 4. Pay Committee

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- a. The Governing Body have established a Pay Committee in order to monitor pay decisions in this establishment. The terms of reference for the Pay Committee are attached at Appendix B. The Pay Committee have fully delegated powers to make decisions on pay progression for all teachers in the School on behalf of the Governing Body.
- b. It is the responsibility of the pay committee to:
  - The application of the pay policy in a fair and consistent way
  - To ensure all statutory and contractual requests are applied
  - To record all decisions and to report back to the Governing Body
  - To recommend to the Governing Body the amount of funding needed for pay and make decisions in pay in line with the budget and the SDP
  - To ensure knowledge is up to date about pay issues and make the Governing Body aware when the Pay Policy needs to be updated
- c. Members of the Pay Committee should not include employee Governors.

## 5. Pay Reviews

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Determination of the remuneration shall be as follows:

- All Teachers: annually with effect from 1<sup>st</sup> September, with reviews having been conducted no later than 31<sup>st</sup> October each year
  - Head Teacher: annually, and no later than 31<sup>st</sup> December each year
- a. All pay decisions, setting out the salary and any other financial benefits will be communicated to each member of staff in writing within 1 month of the pay determination. The Chair of Governors is responsible for notifying the Head Teacher.
  - b. Reviews may also take place at other times of the year to reflect any changes in job description or other circumstances that lead to a change in the basis for calculating an individual's pay.
  - c. Teachers will receive a written statement outlining the details of their pay after any review at the earliest opportunity and no later than one month after the determination.
  - d. Where a pay determination leads or may lead to the start of a period of safeguarding, the Pay Committee will give the required notification as soon as possible and no later than 1 month after the date of the determination.

## 6. Appeals

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- a. A teacher may seek a review of any determination in relation to their pay by the Pay Committee. The procedure for submitting an appeal is detailed in Appendix D.

## **7. Pay Range for the Head teacher**

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The Governing Body have identified an appropriate range of consecutive points, which will be used as the pay range for the Head Teacher.

As at 1<sup>st</sup> September 2017, the range is 28-31 spine points and the school group size is currently Group 5 based on the collaboration agreements.

The Head Teacher's pay range (including any additional payments), are not to exceed the maximum of the School group size by more than 25%.

- a. The performance progression of the Head Teacher, will be considered by the Pay Committee on the recommendation of the Chair of Governors with advice from the External Adviser.
- b. The Governing Body will, as necessary, revise its determinations where there has been a significant change in the Head Teacher's responsibilities, and/ or a change in pupil numbers which would alter the School's group size.
- c. The Governing Body will determine a pay range for the Head Teacher, when:
  - It proposes to make new appointments,  
or
  - Where there are significant changes to the serving Head Teacher role.
- d. The Governing Body will take into account:
  - The appropriate School group size,
  - All of the permanent responsibilities of the role,
  - Any challenges specific to the role
  - Any other relevant considerations.
- e. These considerations apply to any determinations made within the leadership group after 1<sup>st</sup> September 2014.

## **8. Pay Range for other Leadership posts (Assistant Head Teacher)**

- a. The Governing Body have identified a pay range of consecutive points on the leadership group pay spine which will be used as the pay range for other leadership posts.
- b. As at 1<sup>st</sup> September 2017, the range is 2 to 4 points.
- c. The pay progression of all Teachers on the leadership spine, except that of the Head teacher, will be considered by the Pay Committee on the recommendation of the Head Teacher.
- d. The Governing Body will determine a pay range for the Assistant Head Teacher when:

- It proposes to make new appointments,  
or
  - Where there are significant changes to the serving Assistant Head.
- e. It will take account of the responsibilities and challenges of the role(s). The pay range set will be within the leadership scales and not exceed the maximum of the School group size.
- f. The pay range for the Assistant Head will only overlap the Head Teacher’s pay range in exceptional circumstances.

The pay ranges for leadership posts, for the academic year 2017/18, are detailed in Appendix C.

## 9. Pay Progression

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- a. Annual pay progression all posts is not automatic and is subject to annual review of performance. The governing body will consider whether to award pay progression points in line with the table below and as further described in the sections below.

Pay Range*	Standard progression	Accelerated Progression
<b>Unqualified teachers</b>	½ to 1 Point	2 points
<b>Main</b>	½ to 1 Point	2 points
<b>Upper</b>	½ to 1 point after 2 consecutive successful reviews	2 points after 2 consecutive successful reviews
<b>Leading Practitioner</b>	½ to 1 point	2 points
<b>Leadership</b>	½ to 1 point	2 points

## 10. Pay Progression Based on Performance: All Teaching and Leadership Posts

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- a. In this School all Teachers are subject to the annual appraisal process that recognises their strengths, informs plans for their future development, and helps to enhance their professional practice. In addition, all can expect to receive regular, constructive feedback on their performance. The arrangements for appraisals are set out in this School’s Performance Management Policy.
- b. For all Teachers it will be possible for a ‘no progression’ determination to be made without recourse to the capability procedure.
- c. Decisions regarding pay progression will be made with reference to performance management reports and the pay recommendations they contain. In the case of NQTs, whose performance management arrangements are different, pay decisions will be made by means of the statutory induction process.
- d. To be fair and transparent, assessments of performance will be properly rooted in evidence. In this School we will ensure fairness by:
- Linking objectives and monitoring of these, to whole school improvement plans and objectives
  - Linking objectives to whole school and year group data

- Linking objectives to Ofsted criteria
  - Linking objectives to directed staff meetings, CPD and training
- e. The evidence we will use will include:
- Self-assessment
  - Peer assessment
  - Line management assessment
  - Pupil tracking
  - Lesson observations
  - Head teacher and/or Senior Leadership self-evaluation reviews
  - Curriculum reviews
  - Scrutiny of work
  - Questionnaires/interviews
  - Feedback from pupils and parents
  - Subject leadership monitoring and evaluation
- f. In this School, judgements of performance will be made against:
- Performance will be measured against achievement of personal objectives and contribution to SIP objectives
  - Assessment of personal and professional conduct against the Teacher's Standards<sup>1</sup>
  - Performance against specific responsibilities such as TLR posts and projects/awards
  - Performance against specific targets to 'close the gap' and raise attainment for identified pupil groups such as pupil premium, vulnerable children, SEND and gender specific issues
  - Performance against specific targets to support attainment for gifted and talented children
  - Other performance measures that may be introduced during the academic year

The measures of performance will be a combination of both absolute and relative performance measures.

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<sup>1</sup> <https://www.gov.uk/government/publications/teachers-standards>

- g. Appraisal reports will contain pay recommendations. Final decisions about whether or not to accept a pay recommendation will be made by the Pay Committee, having regard to the appraisal report and taking into account advice as follows:
- For classroom Teachers; advice from the Head Teacher/senior leadership team.
  - For Assistant Head teacher; advice from the Head Teacher.
  - For the Head Teacher; advice from the School's external educational adviser.

## 11. Leadership Pay Progression

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- h. Leadership posts must demonstrate sustained high quality of performance, with particular regard to leadership, management and pupil progress at this School and will be subject to a review of performance against objectives before any pay progression will be awarded.

## 12. Movement to the Upper Pay Range

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### Applications and Evidence

- a. Any qualified Teacher may apply to be paid on the upper pay range and all applications will be assessed in line with this policy. It is the responsibility of the individual teacher to decide whether or not they wish to apply to be paid on the upper pay range.
- b. Applications may be made at least once a year.

STPCD states that all pay determinations are effective from 1st September, therefore an application that is received from a qualified teacher by 31st October which is supported, would see the progression being effective from 1st September of that academic year. Applications received after 31st October would be expected to see any uplift effective from 1st September the following year.

- c. If a Teacher is simultaneously employed at another School or Academy, they should submit separate applications if they wish to apply to be paid on the upper pay range in both Schools. This School will not be bound by any pay decision made by another School.
- d. Where Teachers are subject to the 2011 regulations or the 2012 regulations, the Pay Committee shall have regard to the assessments and recommendations in Teachers appraisal reports under those regulations, 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).
- e. Applications should contain evidence from:

Applications should contain evidence from the previous two years prior to the application. Evidence for movement to the upper pay scale needs to take into account a sustained record of several years. Any application needs to be handed to the Head teacher and include a letter



outlining why a Teacher considers they are suitable for the higher pay award. The letter needs to make reference to the criteria below.

### **The Assessment**

f. An application from a qualified teacher will be successful where the Pay Committee is satisfied that:

- the teacher is highly competent in all elements of the relevant teachers' standards; and
- the teacher's achievements and contribution to the School are substantial and sustained.

g. For the purposes of this pay policy:

- 'highly competent' means:

performance which is not only good but also good enough to provide coaching and mentoring to other Teachers, give advice to them and demonstrate to them effective teaching practice and how to make a wider contribution to the work of the school, in order to help them meet the relevant standards and develop their teaching practice.

- 'substantial' means:

'substantial' means of real importance, validity or value to the school; play a critical role in the life of the school; provide a role model for teaching and learning; make a distinctive contribution to the raising of pupil standards; take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning.

- 'sustained' means:

maintained continuously over a long period identified as two school years.

h. The application will be assessed based on the above criteria, meeting all the teacher standards effectively and the performance management documentation. The assessment will be made by the Head teacher along with relevant senior colleagues and governors.

The application will be assessed: robustly, transparently and equitably. The Head teacher will then make recommendations to the Pay Committee to make a final determination on behalf of the Governing Body.

### **Processes and procedures**

- i. The assessment will be made within 20 working days before the applicant will receive a response to their application.
- j. If successful, applicants will move to the upper pay range from 1<sup>st</sup> September 2017. The Head teacher will the make recommendations to the Pay Committee where on the upper pay range a successful teacher is placed. Their position on the upper pay range will be decided in a fair and consistent way based on considerations including, but not limited to:

- the impact of performance reviews over the sustained period (two years)
  - the nature of the post and the responsibilities it entails
  - the level of qualifications, skills and experience of the Teacher
- k. If unsuccessful, feedback will be provided by the Head teacher within 15 working days of the decision.
- l. Any appeal against a decision not to move the teacher to the upper pay range will be heard under the School's Appeals Procedure.

### **13. Progression on the Upper Pay Range**

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- a. Teachers on the upper pay range will be awarded pay progression by judgements of performance made against the measures outlined above and the following;
- Continued demonstration that the teacher's performance is highly competent
  - Continued demonstration that the teacher's performance is substantial
  - Both of these measures have been sustained since the last performance review

The measures of performance will be a combination of both absolute and relative performance measures.

Progression on the upper pay scale will take place after two successful consecutive annual reviews.

### **14. Teaching Posts Pay Ranges**

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- a. The pay ranges for Teaching posts, for the academic year 2017/18, are detailed in Appendix C.

### **15. Leading Practitioners Pay Ranges**

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The Governing Body has determined that there are to be no leading practitioner posts. This provision will be reviewed in September 2018.

### **16. Part time Teachers**

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- a. Teachers employed on an ongoing basis at the School but who work less than a full working week are deemed to be part-time. The Governing Body will give part-time teachers 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.

## **17. Supply Teachers**

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- a. 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.

## **18. Teaching and Unqualified Teaching Posts: Basic Pay determination on Appointment**

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- a. The Governing Body will determine the pay range for a vacancy prior to advertising it. In making such determinations, the Governing Body may take into account a range of factors, including:
  - the nature of the post.
  - the level of qualifications, skills and experience required.
  - market conditions.
  - the wider school context.
- b. On appointment it will determine the starting salary within that range to be offered to the successful candidate.
- c. There is no assumption that a Teacher (qualified or unqualified) will be paid at the same rate as they were being paid in a previous School.
- d. The Governing Body will pay an unqualified teacher on the unqualified teachers range. The Governing Body will not pay any additional unqualified Teacher allowances.

## **19. Teaching and Learning Responsibility Payment (TLR)**

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- a. TLRs are awarded to the holders of posts indicated in the attached staffing structure at Appendix A, and will not be awarded to staff on the leadership scales or unqualified Teachers.
- b. Before awarding any TLR the governing body must be satisfied that the teacher's duties include a significant responsibility that is not required of all classroom teachers and that:
  - Is focused on teaching and learning;
  - Requires the exercise of a teacher's professional skills and judgement;
  - Has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils; and
  - Requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum;
  - Involves leading, developing and enhancing the teaching practice of other staff.

The last two bullet points are not applicable to TLR 3s.

c. The values of the TLRs that currently exist within this School are set out below:

TLR2s will be awarded to the following values:

- (£2667) to the holder of TLR2a post(s)
- (£4441) to the holder of TLR2b post(s)
- (£6515) to the holder of TLR2c post(s)

TLR 2	Minima	2,667
	Maxima	6,515

d. TLR3's will be awarded a value, in line with the table below, determined by the Head teacher dependent on the responsibility and project requirements.

TLR 3	Minima	529
	Maxima	2,630

- e. Teachers cannot hold a TLR 1 and a TLR 2 concurrently, but may hold a concurrent TLR 3.
- f. TLR 1 and 2 will be pro-rata for a part time Teacher (i.e. a teacher with a 60% contract will only hold a 60% TLR allowance); TLR 3s will not to be pro-rata'd.
- g. The range for TLR3s refers to the annual value of such an award. Where a TLR3 is awarded with a fixed-term of less than one year then the total value should be calculated proportionately to the annual value, for example: a TLR 3 awarded for a 6-month project should not exceed a value of £1,315 (i.e. £2,630 / 2 = £1,315). If the teacher undertaking the project is a part time teacher, the TLR3 payment would not be pro-rata'd further in line with the teachers weekly working hours.

## 20. Special Educational Needs Allowance

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- a. An SEN allowance of £2106 will be awarded in accordance with the terms of paragraph 21 of the latest STPCD to a classroom teaching post which requires a mandatory SEND qualification and involves teaching pupils with SEND.

## 21. Unqualified Teachers Allowance

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- a. The Governing Body will not pay an unqualified Teacher's allowance to unqualified Teachers.

## 22. Discretionary Payments and Allowances

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- a. The Governing Body have determined that they will not award any discretionary allowances or payments.

### **Recruitment and Retention Incentives and Benefits (R&R)**

- b. The Governing Body have determined that they will not award any recruitment and retention incentives.

### **Residential Duties**

- c. The Governing Body have determined that they will not award any payments for residential duties.

### **Discretionary Allowances and Payments to the Head Teacher and Wider Leadership Team**

- d. The approach to setting pay for Head Teachers will make additional payments by means of allowances largely unnecessary. The exception to this will be for temporary or irregular responsibilities or other very specific reasons which it is not appropriate to incorporate into permanent pay, such as housing or relocation costs. Such payments will be time-limited from the outset and cease when the responsibility ceases or circumstances change. Safeguarding will not apply to such payments. The total value of the salary and temporary payments made to a Head Teacher in any one year will not exceed 25% above the maximum of the group size for the School.
- e. The principles for payment of allowances for members of the wider leadership group will be consistent with those for the Head Teacher.
- f. This approach and these principles however will only be applicable if pay setting for the leadership group has changed to reflect the new provisions, i.e. after 1st September 2017. In this School these changes have not yet been necessary and as such discretionary allowances and payments will continue until such changes are implemented.

## **23. Honoraria**

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- a. The Document, and therefore this School's pay policy, does not provide for the payment of bonuses or so-called 'honoraria' in any circumstances.

## **24. Salary Sacrifice Arrangements**

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- a. The Governing Body have determined that they will provide for salary sacrifice arrangements under the Leicestershire County Council schemes currently in operation such as child car vouchers, cycling schemes etc.
- b. Teachers participating in any such arrangements will likely see their gross salary being reduced accordingly for the duration of such participation in a scheme, and in line with the agreements required for the salary sacrifice arrangement.

## 25. Additional Information

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- a. **Salary Determinations.** The determination of the remuneration of a Teacher (including Leadership) will be made annually with effect from 1st September.
- b. **Written Notification of Allowances and Other Payments.** The School will advise employees in writing of the determination of any allowance or other payment or amendment to such. The written notification will advise, as appropriate, on the date of commencement, termination, review, the value of any such award and whether it is to be safeguarded or not.
- c. **Pay increases arising from changes to the Document.** All Teachers are paid in accordance with the statutory provisions of the Document as updated from time to time.
- d. **Pay changes by mutual consent.** Any member of staff wishing to request a reduction in responsibility and pay should do so in writing. This request will be considered by the Pay Committee and a decision will be made taking into account the request from the teacher and the operational requirements of the School.
- e. **Monitoring the impact of the Policy.** The Governing Body (Pay Committee) 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.

**Appendix A – Thistly Meadow Primary School Staff Structure Chart 2017-18**

**Appendix B – Terms of reference for Pay Committee**

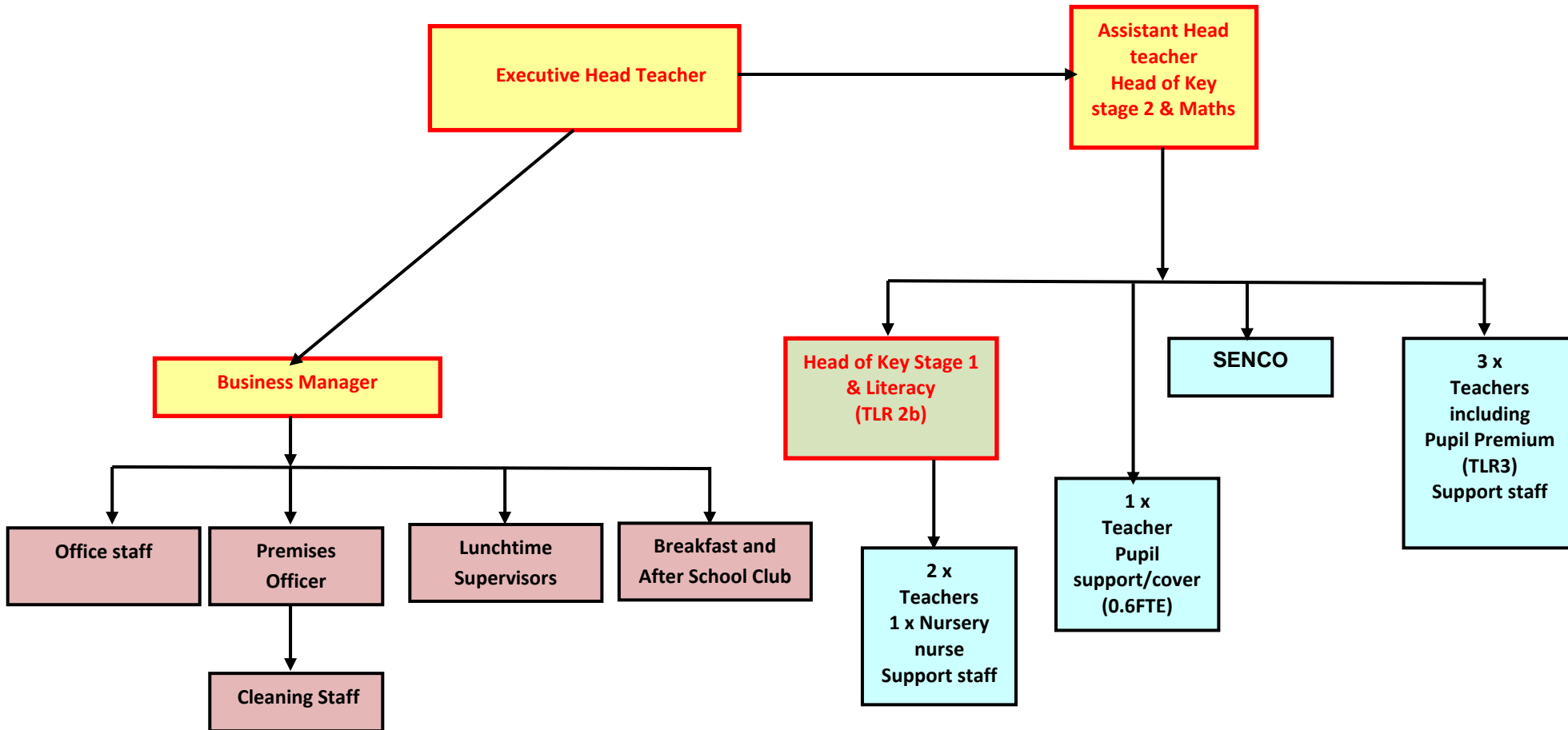
**Appendix C – Pay Scales**

**Appendix D – School Appeal Procedure**

**Appendix E - Examples of approaches to pay progression based on performance**

Version	Date	Comment
Version: v2017 – MA2	Date Agreed:23/10/2017 Review date: September 2018	( JPR LCC)

**Appendix A**  
**Staff Structure chart 2017/18**



**Appendix B**

**Terms of Reference for the Pay Committee 2017**

**Purpose of the committee**

The main function of the committee is to advise the Head teacher on the annual Pay Policy following the release of the School Teacher’s Pay and Conditions document (STPCD) every autumn.

The committee has delegated authority to approve the policy on behalf of the full governing body.

**In addition, the committee will have the following annual tasks:**

1. Annual review of Pay Policy, following guidance from school’s HR partner
2. The committee will advise the Head teacher on appropriate pay scales taking into account such factors as the school development plan (SDP) plan, staff retention and turnover.
3. To implement the Pay Policy:
  - The application of the pay policy in a fair and consistent way
  - To ensure all statutory and contractual requests are applied
  - To record all decisions and to report back to the Governing Body
  - To recommend to the Governing Body the amount of funding needed for pay and make decisions in pay in line with the budget and the SDP
  - To ensure knowledge is up to date about pay issues and make the Governing Body aware when the Pay Policy needs to be updated

The Pay committee will also undertake the role and responsibilities of reviewing the Head teacher’s performance, setting objectives and to make decisions on the Head teacher’s progression on the leadership pay scale.

**Membership**

Will be a minimum of three governors (none of which shall be a staff member) and the Head teacher. The committee will be able to co-opt such non-voting members as it considers necessary.

**Quorum**

The quorum shall be three, of which the Head teacher must be one (with the exception of votes on the Head teacher’s performance, where the quorum will not include the Head teacher).

**Frequency of meetings**

Meetings will be held as required, usually once a year in the autumn term. Minutes to be circulated to the full Governing Body.

**Review**

Terms of reference reviewed annually each autumn term.

Signed..... Name.....

Chair of Governors Date.....



**Appendix C**  
**Pay Scales 2017-18**

Available on request from the school

## **Appendix D**

### **School's Appeals Procedure**

The arrangements for considering appeals are as follows:

At the formal stage of the appeals procedure the teacher has the right to put their case to the Governing Body appeal panel and is entitled to be accompanied by a colleague / trade union representative

The following list, which is not exhaustive, includes the usual reasons for seeking a review of a pay determination. That the person or committee by whom the decision was made:

- incorrectly applied any provision of the STPCD;
- incorrectly applied the School's pay policy
- failed to have proper regard for statutory guidance;
- failed to take proper account of relevant evidence;
- took account of irrelevant or inaccurate evidence;
- was biased; or
- otherwise unlawfully discriminated against the teacher.

The order of proceedings is as follows:

- 1) The teacher is informed of the pay recommendation to be made to the pay committee and where applicable the basis on which the decision was made.
- 2) If the teacher is not satisfied, he/she should seek to resolve this by discussing the matter informally with the Head Teacher.
- 3) Pay recommendations should be made to the pay committee to make pay determinations.
- 4) Pay decision is confirmed in writing.
- 5) Where the teacher is still dissatisfied, they may follow a formal appeal process.
- 6) The teacher should set out in writing the grounds for appeal and send it to the individual (or committee) who made the determination, within 10 working days of the notification of the decision of the pay committee or of the outcome of the discussion referred to above.

The appeal will be considered by an appeals committee in accordance with the School's Appeals Procedure. The appeal's committee will comprise of different members to the original pay committee.

## **Appendix E**

### **Pay progression based on performance**

#### **1. Absolute performance measures**

In this school, judgements of performance will be made against:

- Achievement of personal objectives
- Contribution to SIP objectives
- Assessment of personal and professional conduct against the Teacher's Standards
- Performance against specific responsibilities such as TLR posts and projects/awards
- Performance against specific targets to 'close the gap' and raise attainment for identified pupil groups such as pupil premium, vulnerable children, SEND and gender specific issues
- Performance against specific targets to support attainment for gifted and talented children
- Other performance measures that may be introduced during the academic year

The rate of progression will be differentiated according to an individual teacher's performance and will be on the basis of absolute criteria.

#### **Standard progression**

Teachers will be eligible for a pay increase of a half point increment if they meet the majority of their objectives, are assessed as fully meeting the relevant standards and the majority of their teaching is assessed as good.

Teachers will be eligible for a pay increase of a full point increment if they meet all their objectives, are assessed as fully meeting the relevant standards and all teaching is assessed as at least good with some teaching being assessed as outstanding.

#### **Accelerated progression**

The highest performing Teachers will be able to make quicker progress up the pay range; they will be eligible for a two-point increment – if they exceed all their objectives, are assessed as fully meeting the relevant standards and all of their teaching is assessed as outstanding.

#### **2. Relative performance measures**

In this school, judgements of performance will be made against:

- Achievement of personal objectives
- Contribution to SIP objectives
- Assessment of personal and professional conduct against the Teacher's Standards
- Performance against specific responsibilities such as TLR posts and projects/awards
- Performance against specific targets to 'close the gap' and raise attainment for identified pupil groups such as pupil premium, vulnerable children, SEND and gender specific issues
- Performance against specific targets to support attainment for gifted and talented children
- Other performance measures that may be introduced during the academic year

The rate of progression will be differentiated according to an individual teacher's performance and will be on the basis of relative criteria.

#### **Standard progression**

Teachers will be eligible for a pay increase of a half point increment if they are judged as being within the 0-20<sup>th</sup> percentile of Teachers in their school.

Teachers will be eligible for a pay increase of a full point increment if they are judged as being within the 20 – 90<sup>th</sup> percentile of Teachers in their school.

### **Accelerated progression**

The highest performing Teachers will be able to make quicker progress up the pay range; they will be eligible for a two-point increment if they are judged as being within the 90 – 100<sup>th</sup> percentile of Teachers in the school.

### **3. Combination of absolute and relative performance measures**

In this school, judgements of performance will be made against:

- Achievement of personal objectives
- Contribution to SIP objectives
- Assessment of personal and professional conduct against the Teacher's Standards
- Performance against specific responsibilities such as TLR posts and projects/awards
- Performance against specific targets to 'close the gap' and raise attainment for identified pupil groups such as pupil premium, vulnerable children, SEND and gender specific issues
- Performance against specific targets to support attainment for gifted and talented children
- Other performance measures that may be introduced during the academic year

The rate of progression will be differentiated according to an individual Teacher's performance and will be on the basis of a combination of absolute and relative.

### **Standard progression**

Teachers will be eligible for a pay increase of a half point increment if they meet all their objectives, are assessed as fully meeting the relevant standards, all teaching is assessed as at least good and they are judged as being within the 0 - -20<sup>th</sup> percentile of Teachers in their school.

Teachers will be eligible for a pay increase of a full point increment if they meet all their objectives, are assessed as fully meeting the relevant standards, all teaching is assessed as at least good with some teaching being assessed as outstanding and they are judged as being within the 20 – 90<sup>th</sup> percentile of Teachers in their school.

### **Accelerated progression**

The highest performing Teachers will be able to make quicker progress up the pay range; they will be eligible for two whole point increments if they exceed all their objectives, are assessed as fully meeting the relevant standards, all of their teaching is assessed as outstanding and they are judged as being within the top 90-100<sup>th</sup> percentile of Teachers in the school.