

DIOCESE OF
ST ALBANS
MULTI-ACADEMY TRUST

Trust Pay Policy

Policy type	Trust wide Tier 1 (based on EPM Model)
Review	Annually
Author/Responsible Officer	Head of People
Approved by	FPO
Date of ratification	September 2025
Date of next review	September 2026

This policy is a mandatory policy for all DSAMAT Academies and must be implemented without any amendments

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Our mission, vision and values

The Trust has a clear **mission** at its core, ensuring that all pupils are enabled to flourish, rooted in God's Love - academically, socially, spiritually, physically and mentally. This is central to our work and rooted in our Christian foundation (John 10 v 10). Our commitment to mutual flourishing within the school community is built upon our shared belief in Church of England principles. In our Trust, just as in the wider Church of England community, 'flourish' refers to prospering, thriving and growing. It means prayerfully encouraging all within our schools so that they might prove fruitful, successful and contented in the longer term. We seek to provide space generously for all to flourish in life and all of its structures. Equitable treatment for all pupils, staff and the wider community is a core part of enabling this long term, holistic flourishing.

We have a clear **vision** about creating successful schools for the benefit of their communities and we expect every school in the Trust to continuously improve. All schools provide rich and diverse curricula which evolve to meet the needs of their children and local communities, as well as delivering educational excellence to enable them to continue to flourish in later life.

The way we work and deliver against our mission is critical to our Trust. We have shared, agreed **values** of:

Hope; Nurture; Equality; Respect; Collaboration

The Trust's vision is underpinned by a Christian values framework which is adopted by all schools. It provides clear expectations for all Trust employees on how we wish our values to impact on all areas of school life. It draws on, and is informed by, the National Church of England Vision for Education and the Diocesan Board of Education Vision.

Each school within the Trust has a personalised vision for education, developed locally to reflect the individual character and needs of the school community. This vision is underpinned by the Trust's wider vision, and agreed with the Trust, but it is owned and driven by the headteacher and their LGB.

Our community

The Trust are dedicated to delivering education that serves local communities. Our schools are inclusive, welcoming those from all and no faiths, from all abilities and backgrounds. We believe in providing a high-quality education, underpinned by Christian values, which enables every child to flourish.

Underpinning all of the Trust's work is a belief in educational excellence. The Trust serves all stakeholders by providing schools with the highest levels of academic rigour and pastoral care.

Our schools are places where children and young people develop and thrive intellectually, socially, culturally, and spiritually. All of the Trust's schools teach a broad and balanced curriculum within national guidelines focusing on core skills. This is designed to ensure that all pupils reach their academic potential and seek to enrich their experience along the way. Pupils will be enabled to succeed in an atmosphere of high expectation, aspiring to educational excellence with a firm foundation of values.

This policy forms part of our Trust governance and ensures that we are held to the highest standards as we carry out our duties.

Statement of Intent

This is the Diocese of St Albans Multi-Academy Trust (DSAMAT) over-arching Pay policy and must be implemented and adhered to in each of the academies within the Diocese of St Albans Multi Academy Trust along with those working within the central team.

This policy will also be implemented and adhered to from the first day of any other school joining the Trust.



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1. Introduction

September 2025 Pay Award

- 1.1. The minimum and maximum of the pay ranges and allowances for the September 2025 pay award are set out in the STPCD 2025.
- 1.2. The Trust will operate the Pay Policy as the 'relevant body', as defined in the STPCD, and for the pay arrangements agreed for all the support staff which will:
 - 1.1.1. Grade posts appropriately within the conditions of employment identified in the current STPCD and the conditions of service for support staff employed by the Trust.
 - 1.1.2. Take into account pay relativities between posts within the teachers of the Trust and support staff of the Trust.
 - 1.1.3. Ensure that the annual appraisal of all teaching staff, including those absent from duty for any reason, is fairly and properly conducted in accordance with the School's Appraisal Policy as soon as possible by 31 October, at the latest; 31 December, for the Headteacher.
 - 1.1.4. Where a pay determination leads or may lead to the start of a period of safeguarding, the Trust will give the required written statement of notification as soon as possible, and no later than one month after the date of the determination.
 - 1.1.5. Ensure that discretion available under the STPCD is exercised in a fair and equitable manner.
 - 1.1.6. Give recognition to assigned Teaching and Learning Responsibilities (TLR), whether for a permanent post, an acting period, or a temporary project (TLR3).
 - 1.1.7. The Trust will ensure that all teachers employed by the Trust undertaking duties that attract a TLR1 or TLR2 will be paid in proportion to the responsibilities being carried out. This means the TLR will not be subject to the "pro-rata principle" by default. This applies to both full and part-time teachers.
 - 1.1.8. Comply with the salary safeguarding arrangements in the current STPCD.
 - 1.1.9. Ensure that an appropriate evaluation process is used to determine the salary range for members of support staff.
- 1.3. This policy statement will be available to employees of the Trust.

2. Delegation of Decision Making

Headteacher

- 2.1. The Trust will delegate the day-to-day management of this policy to the Headteacher, except where stated otherwise. Where the Headteacher has used discretion, as allowed under certain provisions of the STPCD and the pay provisions for support staff, they will ensure the Trust is informed.
- 2.2. The Headteacher shall make annual recommendations on the salary of all employees to the Trust, to be effective from 1 September. This will include sufficient information for the Trust to assess their position with regard to the gender pay gap reporting requirements and public sector equality duty.

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- 2.3. The Headteacher will have regard for the budget and the requirements of employment legislation; in particular the following, and shall seek advice as and when required:
- The Equality Act 2010 (including requirements under the Public Sector Equality Duty and Gender Pay Gap reporting requirements)
 - The Employment Rights Act 1996
 - The Employment Relations Act 1999
 - The Employment Act 2002
 - The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
 - The ACAS Code of Practice (section 199 of the Trade Union and Labour Relations (Consolidation) Act 1992)
 - The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002

Designated Pay Decision Makers

- 2.4. The Trust will delegate the pay decisions to the CEO for Headteachers.
- 2.5. The Trust will delegate pay decisions to the Head Teacher for their school staff
- 2.6. The Trust will delegate pay decisions for all other staff to the appraiser/line manager

Review of Recommendations

- 2.7. Prior to submitting a salary recommendation, the CEO/Headteacher/appraiser/line manager will inform the employee of their recommendation.
- 2.8. If an employee is not satisfied with the pay recommendation, they will have the opportunity to discuss the recommendation informally with the CEO/Headteacher/appraiser/line manager before the recommendation is actioned.
- 2.9. If the employee does not agree with the recommendation, they are entitled to provide a written statement to the Head of People ahead of the recommendation being actioned. This statement must indicate the reason/s why they disagree with the recommendation and must fall within one or more of the following:

That the recommendation:

- incorrectly applied any provision of the appropriate salary and/or appraisal policy
- in the case of a teacher, who failed to have proper regard for the STPCD statutory/contractual guidance
- failed to take proper account of relevant evidence
- took account of irrelevant or inaccurate evidence
- was biased; or
- otherwise unlawfully discriminated against the employee

The statement should be submitted to the Head of People and CEO / Headteacher / appraiser / line manager.



- 2.10. The statement will be reviewed by the Head of People who will either respond directly or schedule a meeting to investigate further (for executive pay decisions, please see executive pay policy)
- 2.11. At the meeting, the employee will have the opportunity to make representations, including presenting evidence, calling witnesses and the opportunity to ask questions.
- 2.12. The decision of the Head of People will be provided to the employee in writing, along with details of how to appeal (see below).
- 2.13. The decision of the Head of People is final

Threshold Application

- 2.14. An application must be made by 30th October and submitted to CEO / Headteacher. A successful applicant will progress to a point on the upper pay range determined by the Headteacher from 1 September. Increases in pay will be effective from this date and will be backdated if required.

The policy may determine that successful applicants will progress to the minimum of the upper pay range or delegate discretion to the Headteacher to determine to which point on the upper pay range the successful applicant may progress. See Appendix B.

A successful applicant will have demonstrated through the appraisal process:
 - that they are highly competent in all elements of the relevant standards; and
 - that their achievements and contributions are substantial and sustained.
 - See Appendix B for the Trust's definition of "highly competent" and "substantial and sustained".
- 2.15. The Headteacher shall inform the teacher of the recommendation they will be making to the Review Committee regarding the threshold application as soon as possible after the closing date has passed. The Headteacher shall provide verbal feedback on the relevant criteria indicated or, in the case of an unsuccessful application, in writing on the original application form. Feedback shall also include advice on aspects of performance that would benefit from further development. The process to be followed where the employee does not agree with the recommendation is as outlined in paragraphs 2.7 to 2.14.

Upper pay range decisions will only apply to posts under the employment of this Trust.

Statement of Salary

Salary assessment forms will be issued as soon as practicably possible to confirm salary decisions reached.

The CEO of the Trust

The CEO will be available to the Headteacher for consultation, should they be required.

Headteacher's Review



The Trust will delegate The CEO/Director of Education to carry out the appraisal review for the Headteacher.

3 Exercise of Discretion Under the STPCD

Starting Salary of New Classroom Teacher Appointments

- 3.1 When advertising a teaching post the Trust, will identify the range of salaries the Trust is prepared to pay, subject to qualifications and experience. The Trust has the discretion to match current/previous salaries, the appropriate salary will be offered in consideration of the merits of the application and the salary of teachers currently employed by the Trust.
- 3.2 Where the Headteacher regards a teacher to have the relevant teaching experience or non-teaching experience, which is **directly relevant** to the post being offered, then an appropriate salary will be offered within the advertised range.
- 3.3 The Headteacher will confirm salary decisions, and the rationale behind them, to the appropriate committee of the Trust.

Calculation of Part-Time Teachers' Salaries

- 3.4 The Trust will ensure that all part-time teachers employed by the Trust will have their salaries calculated in accordance with the STPCD. Duties that attract a TLR1 or TLR2 will be paid in proportion to the responsibilities being carried out.
- 3.5 The Trust will ensure that the total amount of time for which a part-time teacher may be directed is calculated in accordance with the STPCD and the "pro-rata principle".
- 3.6 All part-time teachers will be advised of how their salary and directed time are calculated.

Calculating Part time pay

When calculating part time or prorated pay the following calculations will be used:

Day rate:

- Equivalent FTE salary / 195 working days

Hourly Rate

- Working Days of 195 divided by hours worked 1275 = 6.53 hours per day

Staffing Structure

- 3.7 The Headteacher will recommend, to the Trust, a staffing structure for the School that:
 - Takes account of any financial limits determined by the Trust or delegated committees
 - Identifies the posts to which allowances will be allocated for permanent TLRs, in accordance with the requirements of the STPCD
 - Will determine the value of any TLR post that is to be paid for a short-term period. A statement identifying a payment within the range for TLR3, the length of time for which it will

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be paid, and the reason for the short-term payment will be provided to the appropriate committee of the Trust

- Identifies the level of allowance to be allocated to each permanent TLR post between the minimum and maximum limits set out for each TLR in the STPCD, and the different levels that may be paid within each TLR in the staffing structure in accordance with the STPCD
- Identifies the level of salary to be allocated to any Leading Practitioner posts together with the salary ranges to be assigned to each post
- Identifies posts to be paid on the leadership group pay range together with the salary ranges assigned to each post
- Identifies any post to which a salary from the Special Educational Needs (SEN) range of salaries will be allocated together with the level of each allowance to be paid
- Identifies the staffing structure for support staff posts together with the evaluated salary range assigned to each post

The staffing structure and pay ranges approved by the Trust shall be published with this pay policy.

- 3.8 If the recommendation contains changes in the staffing structure that will directly impact on employees employed by the Trust, employees and recognised trade unions will be informed and consulted under appropriate procedures before the final salary structure is followed.

Special Educational Needs

- 3.9 The Trust will award an allowance to any teacher who satisfies the requirement of the STPCD, paragraph 21.
- 3.10 The post and allowance/s will be identified in the staffing structure and will be spot salaries selected from the SEN range. The value of allowances should be based on whether any mandatory qualifications are required, other qualifications and expertise relevant for the post and the relative demands of the post.

4 Pay Progression for Teachers Paid on the Main Pay Range, Upper Pay Range and Unqualified Teachers Pay Range (see Appendix C)

- 4.1 On or before 1 September of each year, or as soon as possible thereafter, the Headteacher will consider whether or not to increase the salary of teachers who have completed a year of employment since the previous annual pay determination.
- 4.2 Pay progression must be awarded to teachers on the Unqualified, Main, Upper and Lead Practitioner Pay Ranges, except where the teacher is in capability proceedings, in which case the Headteacher may decide to withhold progression.
- 4.3 Pay recommendations from the Headteacher will be submitted to the Director of Education/Head of People by 31 October of the current year at the latest and will then make any decisions relating to salary increase or otherwise. Any awards will be backdated to 1 September of the current year.
- 4.4 In the case of early career teachers (ECTs), the Headteacher must determine the teacher's performance and any pay recommendation by means of the statutory induction process set out in the Education (Induction Arrangements for School Teachers) (England) Regulations 2012. The

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Headteacher must also ensure that ECTs are not negatively affected by the extension of the induction period from one to two years. This change does not prevent a school from awarding pay progression to ECTs at the end of the first year.

- 4.5 In the case of Leading Practitioner posts, the Trust may decide to include such a post in the structure where it receives a recommendation from the Headteacher to consider this.
- 4.6 Where a leading practitioner is appointed the Trust shall select an individual post range on the pay range designated for leading practitioners, taking into account the criteria set out in Appendix F
- 4.7 Where a teacher has been absent through long-term illness or on maternity leave (or other long-term leave) the Headteacher will ensure that a review has been conducted. If a review cannot be conducted until the teacher returns to school, the Headteacher will conduct a review following the teacher's return. If the recommendation is to pay the teacher on a higher salary in the appropriate pay range the award may be backdated to the date on which the award would normally have been paid.

5 The Leadership Group

Deputy and Assistant Headteachers

- 5.1 The Trust, following consideration of the relevant criteria set out in the STPCD, will determine the pay range for a newly appointed Deputy Headteacher or Assistant Headteacher's salary. These should be determined with reference to the School's Headteacher Pay Range (see 5.7 – 5.13 below).
- 5.2 At the time of appointing a new Deputy Headteacher or Assistant Headteacher, the CEO shall determine the salary point on the pay range. The CEO shall have regard to advice available from persons engaged by the Trust.

Pay Progression for Deputy and Assistant Heads

- 5.3 On or before 1 September of each year, or as soon as possible thereafter, the Headteacher will consider whether or not to increase the salary of any Deputy or Assistant Headteachers who have completed a year of employment since the previous annual pay determination.
- 5.4 Pay progression must be awarded to teachers on the Leadership Pay Range, except where the teacher is in capability proceedings, in which case the Headteacher may decide to withhold progression
- 5.5 Pay recommendations for staff on the leadership scale and those with a TLR (Primary) from the Headteacher will be submitted to the Director of Education / Head of People by 31 October of the current year at the latest and will then make any decisions relating to salary increase or otherwise. Any awards will be backdated to 1 September of the current year.
- 5.6 Where there are substantial difficulties in retaining the services of a current Deputy Headteacher or Assistant Headteacher the Trust may decide to change the salary range in accordance with the STPCD. Only in exceptional circumstances may the Deputy Headteacher or Assistant Headteacher's range overlap the Headteacher's pay range.



Headteachers Determination of Leadership Group Salaries

Group of the School; Headteacher Pay Range (HTPR) and Pay Ranges for Other Members of the Leadership Group (See Appendix D)

- 5.7 On an annual basis, the Trust will recalculate the group size of the school to ensure that the unit total of the school is still correct.
- 5.8 The Trust will assign the school to the appropriate Headteacher Group (HTG) whenever a new Headteacher is to be appointed and on such occasions as the Trust sees fit. The Headteacher may make representations to the CEO to consider assigning the School to a new HTG.
- 5.9 If the Trust changes the group of the School having re-calculated the unit total, the Trust will identify any new HTPR which will ensure that the minimum of the HTPR is not below the minimum of the salary range for the HTG.
- 5.10 The HTPR of the School shall be a range of consecutive salary points selected by the Trust within the HTG range for the School.
- 5.11 The Recruitment Selection Panel, set up to appoint a new Headteacher, shall determine the salary point on the HTPR for the new Headteacher to be paid, ensuring that there is room for salary progression. The Recruitment Selection Panel shall have regard to advice available from persons engaged by the Trust.
- 5.12 If the Trust agrees to the Headteacher also being made the Headteacher of another School permanently, the Headteacher's salary will be determined in accordance with STPCD (paragraph 6.6).
- 5.13 Where such a decision is made then the Trust will also review the salary ranges of any other teachers affected by the arrangement by increased responsibilities. Where such arrangements are temporary the safeguarding provisions will not apply.

Annual Review of Headteacher's Salary

- 5.14 At the beginning of each academic year, or at any such time deemed appropriate the Trust (in consultation with the Headteacher) may decide whether or not to increase the salary of the Headteacher. The CEO will agree with the Headteacher or (in the absence of an agreement) set objectives together with indicators/measures appropriate to each objective. The objectives will reflect the priorities identified in the School's development plan.
- 5.15 The salary progression decision must be informed by a written recommendation included in the Headteacher's appraisal. The Trust should consider this recommendation when deciding on any salary increase.
- 5.16 Pay progression must be awarded to teachers on the Leadership Pay Range, except where the teacher is in capability proceedings, in which case the CEO may decide to withhold progression



- 5.17 If a previous document set a pay range where the maximum salary is higher than what is allowed under the current STPCD guidelines, the Headteacher will continue to receive the higher salary until the pay range is reviewed and updated according to the new guidelines.
- 5.18 The review and review statement will be conducted in accordance with the Trust's Appraisal Policy.
- 5.19 Prior to submitting the recommendation, the CEO will advise the Headteacher of the proposed pay recommendation. If they are not satisfied with the recommendation, they may seek a review in accordance with 2. above.
- 5.20 The recommendation will include a rationale for the proposed level of salary to be paid from 1 September, including the recommended salary level and any additional payments as identified in the STPCD, paragraph 10. Any proposed progression within the HTPR will identify the recommended number of points proposed.
- 5.21 Salary proposal, together with any representations from the Headteacher, will be confirmed in writing by providing a salary statement, by 31 December, to be backdated to 1 September.
- 5.22 The Headteacher will have the right to appeal against the decision of the CEO in accordance with the procedure set out in paragraph 2.13 of this policy.

Determination of Discretionary Payments to Headteachers

- 5.23 The Trust may decide to pay additional payments to the Headteacher in accordance with paragraph 10 of the STPCD.
- 5.24 Where a decision is made to increase the Headteacher's salary beyond the maximum of the appropriate HTG determined in accordance with paragraphs 5.24 above, the total sum of all payments made to the Headteacher will not exceed 25 per cent of the maximum of the HTG, except in wholly exceptional circumstances, which will be approved by the Trust.
- 5.25 If it is considered necessary to exercise the provision set out in 5.24 above, the Trust will take external independent advice in accordance with paragraph 9.3 of the STPCD before agreeing to such a decision.

Acting Up Allowances

- 5.26 If during any absence of the Headteacher, Deputy or Assistant Headteacher or a TLR post holder, a teacher is assigned and carries out the duties of the post, then the Trust will consider within four weeks of the duties being assigned whether or not the teacher shall be paid an acting allowance calculated in accordance with 5.27 below. If no allowance is paid the Trust may reconsider the position at any time.
- 5.27 In the prolonged absence of the Headteacher, a Deputy Headteacher, an Assistant Headteacher or a TLR post holder, the Trust may appoint a teacher to act up during the absence of the post holder. From the date that the Trust considers it necessary to make an acting appointment, an allowance will be paid equal to the difference between the salary currently paid to the person appointed to act up and a point considered appropriate by the Trust. The relevant conditions of service detailed within the STPCD will apply to any person in receipt of such an acting allowance.

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6 Unqualified Teachers

- 6.1 The Trust may employ unqualified teachers/instructors in the School. Such unqualified teachers will be paid in accordance with paragraph 17 of the STPCD.
- 6.2 The point on the Trust's unqualified teacher range, within the maximum and minimum of the range as set out in paragraph 17 of the STPCD, at which a new appointment will be paid, will be determined by the Headteacher, in consultation with the CEO, and will take account of the qualifications and experience considered to be relevant to the post.
- 6.3 In addition to the appropriate point on the unqualified teachers' pay range the Headteacher, in consultation with the CEO, may award an additional annual allowance in accordance with paragraph 22 of the STPCD to a person appointed as an unqualified teacher who either takes on a sustained additional responsibility, which is focussed on teaching and learning and requires the exercise of a teacher's professional skills and judgement or who the Headteacher and Chair of the Trust believes has additional qualifications and/or experience to warrant such an award.
- 6.4 The Headteacher will report any award of such an allowance to the Review Committee of the Trust.
- 6.5 The arrangements for salary progression (outlined in 4.1 – 4.7 above) and salary safeguarding for teachers also apply to unqualified teachers.

7 Salaries of Support Staff

- 7.1 On appointing a member of support staff the job description determined for the post will be evaluated in accordance with the adopted job evaluation scheme or via benchmarking internally and externally. Advice on appropriate evaluation processes will be sought from persons engaged by the Trust.
- 7.2 The Headteacher, in consultation with the Director of Education/CEO/Head of people, will determine the appropriate point on the evaluated range having regard to:
- Relevant qualifications and/or competencies; and
 - Recruitment/retention needs of the school in respect of the post.
- 7.3 If at any time the Headteacher, in consultation with the CEO, considers that a member of the support staff is being asked to undertake increased or decreased responsibilities permanently, the job description may be re-evaluated. If the evaluation provides for a higher salary, that salary will be paid to the post holder from a date determined by the Headteacher and, in the case of a temporary increase in responsibility, the date to which the new salary will be paid will also be stated. If the evaluation provides for a lower salary, the employee will be entitled to salary safeguarding for a period not exceeding 1 year.
- 7.4 If any member of support staff wishes to appeal against their salary level they may ask for a re-evaluation of their job description. If a member of the support staff decides to appeal against a decision of the salary, then they shall enter a formal written statement of appeal. The appeal shall be heard by the Head of People referred to in paragraph 2.5 above.
- 7.5 Support Staff pay scales are set out in Appendix H.



8 Apprentices

- 8.1 Apprentices will **not** be paid with in line with Appendix E or H, rather the rates of pay will be determined with reference to the Government's statutory minimum rates for apprentices that take into account the apprentices age and the year of their apprenticeship.

9 Review of the Policy

- 9.1 The Trust will review this policy annually, or on any occasion when it is requested to do so by the CEO.
- 9.2 The Trust will consult with employees and the recognised trade unions at the time of the annual or any other review of the policy, where changes are made that affect the application of the policy.
- 9.3 However, where amendments to the policy are made that do not affect the application of the policy, these changes will not be consulted on. The revised document will be circulated to staff.



Appendix A: Procedure for a Review of a Salary Determination

- a) Employee presents a case to the appraiser in the first instance
- b) The employee submits a written application to the Head of People with the appraiser on copy if unresolved
- c) Head of people will review the statement and respond to the employee

The written statement will contain the following information:

- The written statement of reasons for the recommendation/decision previously provided to the employee.
- The written statement of reasons for the application for the review from the employee. (The grounds for the appeal must comply with paragraph 2.9 of the pay policy).
- Any additional documents to be considered



Appendix B: Access to the Teacher's Upper Pay Range¹

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

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

All applications include the results of reviews or appraisals under the 2011 or 2012 regulations, (or, where that information is not applicable or available, a statement and summary of evidence to demonstrate that the applicant has met the assessment criteria).

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

- (a) the teacher is highly competent in all elements of the relevant standards; and
- (b) the teacher's achievements and contribution are substantial and sustained.

For the purposes of this pay policy:

- 'highly competent' means practice 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 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 a number of school years.

Progression to the next point on the upper pay scale will be considered after two years on the existing point and in light of the criteria of being eligible to move onto the Upper Pay range continuing to be effectively met.

¹ Based on the [DfE Managing Teachers' and Leaders' Pay July 2024](#)



Appendix C: Main, Upper and Unqualified Teacher Pay Ranges Sept 2025

Any part-time teachers whose full-time equivalent basic earnings meet the eligibility criteria receive the award on a pro-rata basis according to their working hours.

The award should be paid to all eligible teachers, whether located on a published pay point or not and should be independent of any progression considerations.

The treatment of teachers between existing published pay points, including the management of possible leapfrogging, will be at the discretion of the relevant body, which should ensure that no teachers located just above the pay thresholds for eligibility are significantly disadvantaged, relative to other teachers.

Salary Points on Main Pay Range

		England & Wales	Fringe	Outer London	Inner London
Main Pay Range	M1 (MPR minimum)	32,916	34,398	37,870	40,317
	M2	34,823	36,373	39,851	42,234
	M3	37,101	38,627	41,935	44,238
	M4	39,556	41,075	44,128	46,339
	M5	42,057	43,545	46,800	48,952
	M6 (MPR maximum)	45,352	46,839	50,472	52,300

Salary Points on Upper Pay Range

		England & Wales	Fringe	Outer London	Inner London
Upper Pay Range	U1 (UPR Minimum)	47,472	48,913	52,219	57,632
	U2	49,232	50,668	54,151	60,464
	U3 (UPR Maximum)	51,048	52,490	56,154	62,496

Salary Points on Unqualified Pay Range

		England & Wales	Fringe	Outer London	Inner London
Unqualified Teacher Pay Range (UTPR)	U1 (UTPR Minimum)	22,601	24,066	26,789	28,343
	U2	25,193	26,656	29,383	30,935
	U3	27,785	29,248	31,974	33,528
	U4	30,071	31,532	34,265	35,814
	U5	32,667	34,126	36,856	38,402
	U6 (UTPR Maximum)	35,259	36,718	39,450	40,994



Appendix D: Salary Ranges for Teachers Paid on the Leadership Group Range

The Trust considers how paragraph 9.3 of the STPCD applies to the circumstances of the Headteacher.

The maximum of the Deputy Headteacher and Assistant Headteacher must not exceed the maximum of the HTG.

Changes to the determination of leadership group pay under the STPCD (paragraphs 4 to 11) will only be applied to individuals appointed to a leadership post on or after 1 September 2014, or whose responsibilities have significantly changed after that date.

The Trust may choose to review the pay of all of its leadership posts under these arrangements, if they determine that this is required to maintain consistency, either with pay arrangements for new appointments to the leadership group made on or after 1st September 2014 or with pay arrangements for a member or members of the leadership group whose responsibilities significantly changed on or after that date.

Under the STPCD, the Governing Body, in deciding the implementation of the arrangements above, may determine the extent and the size of the salary ranges for the Headteacher's pay range (HTPR), the Deputy Head and Assistant Head.

Group	Range of spine points	England Excl London & Fringe	Fringe
		1 Sept 2025 to 31 Aug 2026	
1	L6-L18	£58,569 - £77,924	£60,001 - £79,342
2	L8-L21	£61,534 - £83,860	£62,962 - £85,287
3	L11-L24	£66,368 - £90,255	£67,796 - £91,676
4	L14-L27	£71,330 - £97,136	£72,763 - £98,549
5	L18-L31	£78,702 - £107,131	£80,143 - £108,553
6	L21-L35	£84,699 - £118,169	£86,138 - £119,590
7	L24-L39	£91,158 - £130,274	£92,595 - £131,688
8	L28-L43	£100,540 - £143,796	£101,967 - £145,218

Full Leadership Pay Range

Spine point	England Excl London & Fringe	Fringe
	1 Sept 2025 to 31 Aug 2026	
L1	£51,773	£53,198
L2	£53,069	£54,496
L3	£54,394	£55,822
L4	£55,747	£57,183
L5	£57,137	£58,573
L6	£58,569	£60,001
L7	£60,145	£61,582
L8	£61,534	£62,962
L9	£63,070	£64,500
L10	£64,691	£66,120
L11	£66,368	£67,796
L12	£67,898	£69,332



L13	£69,596	£71,030
L14	£71,330	£72,763
L15	£73,105	£74,532
L16	£75,049	£76,481
L17	£76,772	£78,215
L18	£78,702	£80,134
L19	£80,655	£82,084
L20	£82,654	£84,092
L21	£84,699	£86,138
L22	£86,803	£88,237
L23	£88,951	£90,381
L24	£91,158	£92,595
L25	£93,424	£94,854
L26	£95,735	£97,170
L27	£98,106	£99,537
L28	£100,540	£101,967
L29	£103,030	£104,462
L30	£105,595	£107,018
L31	£108,202	£109,637
L32	£110,892	£112,328
L33	£113,646	£115,083
L34	£116,456	£117,891
L35	£119,350	£120,786
L36	£122,306	£123,737
L37	£125,345	£126,780
L38	£128,447	£129,880
L39	£131,578	£133,006
L40	£134,860	£136,299
L41	£138,230	£139,662
L42	£141,693	£143,128
L43	£143,796	£145,218



Appendix E: Support Staff pay scales

Name	Scale Point	Salary £
NJC	3	24,795.86
NJC	4	25,184.93
NJC	5	25,583.28
NJC	6	25,988.86
NJC	7	26,402.69
NJC	8	26,823.74
NJC	9	27,254.09
NJC	10	27,693.72
NJC	11	28,141.61
NJC	12	28,597.75
NJC	13	29,064.22
NJC	14	29,539.97
NJC	15	30,023.98
NJC	16	30,518.30
NJC	17	31,021.92
NJC	18	31,536.89
NJC	19	32,061.14
NJC	20	32,596.75
NJC	21	33,142.68
NJC	22	33,698.93
NJC	23	34,433.71
NJC	24	35,412.05
NJC	25	36,362.52
NJC	26	37,279.97
NJC	27	38,220.12
NJC	28	39,152.02
NJC	29	39,862.03
NJC	30	40,777.42
NJC	31	41,771.23
NJC	32	42,839.35
NJC	33	44,074.66
NJC	34	45,091.18
NJC	35	46,141.75
NJC	36	47,180.98
NJC	37	48,226.39
NJC	38	49,282.13
NJC	39	50,268.72



NJC	40	51,356.45
NJC	41	52,413.22
NJC	42	53,459.66
NJC	43	54,494.76
DSAMAT	44	55,627.26
DSAMAT	45	56,807.33
DSAMAT	46	58,036.96
DSAMAT	47	59,318.24
DSAMAT	48	60,653.33
DSAMAT	49	62,044.49
DSAMAT	50	63,494.08
DSAMAT	51	65,004.55
DSAMAT	52	66,578.47
DSAMAT	53	68,218.49
DSAMAT	54	69,943.79
DSAMAT	55	71,758.80
DSAMAT	56	73,668.20
DSAMAT	57	75,676.88
DSAMAT	58	77,790.02
DSAMAT	59	80,013.04
DSAMAT	60	82,351.66
DSAMAT	61	84,811.88
DSAMAT	62	87,400.04
DSAMAT	63	90,122.78
DSAMAT	64	92,987.10