



Pay Policy

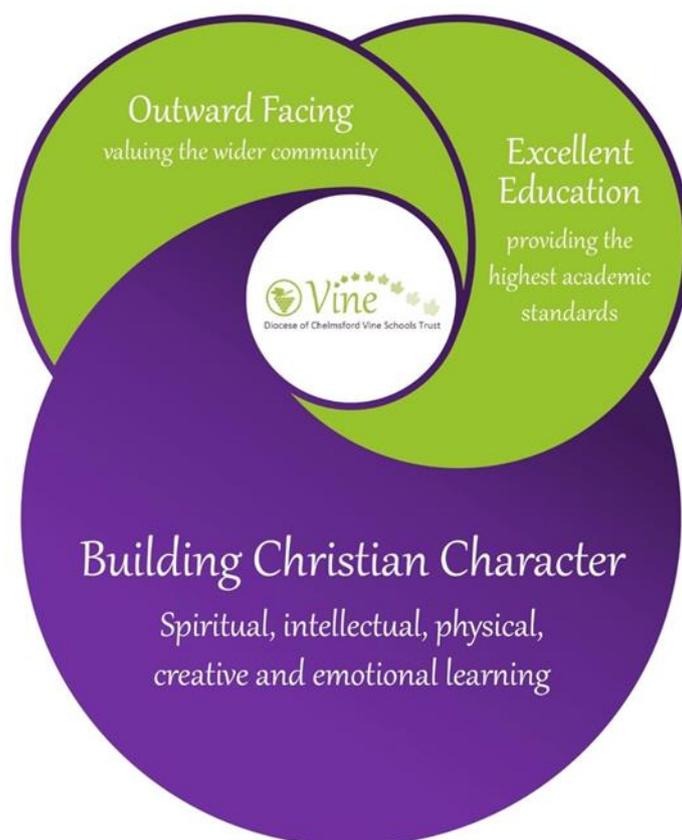
**"I am the vine; you are the branches.
If you remain in me and I in you, you will bear much fruit"
(John 15:5)**

This is a mandatory policy for all Vine schools that has been noted and implemented with no amendments by this school.

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Approved by Vine Schools Trust on:	Autumn 2021
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Vision & Values

V **Valuing every person**
I **Inspiring great teaching**
N **Nurturing academic excellence and Christian Character**
E **Excelling, unlocking great potential**



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Updates since last edition

Section	Topic	Amendment
5.1	Pay on appointment	Change of terminology - Newly Qualified to Early Career Teacher
6.1	Pay Progression	Change of terminology - Newly Qualified to Early Career Teacher (ECT) Confirmation ECTs are eligible for pay progression after first year of Induction.
12	Short-notice/supply	Amended basis of calculation in light of reduced annual working days in the 2021/22 academic year due to the additional Bank Holiday in June 2022

1.	INTRODUCTION	
1.1	This Policy sets out the framework for making decisions on staff pay.	
1.2	Staff pay is affected by legislation, and national and local pay agreements, which give Trust Boards' significant flexibility to determine pay levels to meet local circumstances. The policy complies with the School Teachers' Pay & Conditions Document (STPCD) and the accompanying non-statutory guidance and with national and local pay agreements for support staff and these documents will take priority in any disputes. The Policy will be reviewed annually, in consultation with staff and unions.	
1.3	The objective of the policy is to: <ul style="list-style-type: none"> • ensure that pay and staffing arrangements enable the current and future delivery the curriculum and school improvement plans; • support the recruitment and retention of high-quality staff; • recognise and reward staff for their contribution to school improvement; • ensure that pay decisions are made in a fair and transparent way; • ensure that available monies are allocated appropriately. 	
2.	ROLES AND RESPONSIBILITIES	
	This Policy applies to all Trust employees including those employed to work in individual academies within the Trust and to staff who are employed to work centrally and/or support several or all Trust academies.	
2.1	Individual roles and responsibilities are as set out in this Policy. A Pay Committee has been established* Pay Appeals will be heard by a Pay Appeals Committee established as required from members of the Local Trust Board* and/or Trust Board. The terms of reference for the Committee(s) is at Appendix A.	
2.1.1	Trustees and Governors will not make judgements about the effectiveness of individual staff. Their role is to satisfy themselves that any recommendation/decision has been made on the basis of evidence and in accordance with the Policy, and that correct procedures have been followed. The Trust will monitor the effectiveness of the Performance Management process and ensure that the allocation of pay is consistent with the overall standards of performance and the outcomes for pupils.	
2.2	Performance Management Performance Management is a developmental and supportive process designed to ensure that staff have the skills and support they need to carry out their role and that they continue to improve their professional practice throughout their careers. Performance management reviewers will be responsible for the performance management process, in accordance with the Performance Management Policy. Performance Management objectives will be moderated across the school to	

	<p>ensure consistency and fairness in pay decisions. The Performance Management Review Statement will include a pay recommendation which will be made by:</p> <ul style="list-style-type: none"> -The Headteacher for Main Pay Range teachers and support staff -The Headteacher for Upper Pay Range and Leadership Range teachers -The CEO for the headteacher -The Trust Board for the CEO 	
2.2.1	<p>Application for the Upper Pay Range</p> <p>The Headteacher* will assess applications from teachers to be paid on the Upper Pay Range in accordance with this policy and will make a recommendation to the Pay Committee on whether the teacher should progress to the Upper Pay Range.</p>	
2.3	<p>Staffing Structure</p> <p>The Pay Committee will, having regard to the advice and recommendation of the Headteacher, determine, monitor and review the school staffing structure. The staffing structure sets out the number and pay ranges for all posts within the school and is at Appendix D.</p>	
2.4	<p>CEO</p> <p>The <i>Remuneration Committee</i> will be responsible for determining the pay range and starting salary of the CEO and DFO</p> <p>The Remuneration Committee will be responsible for making pay progression recommendations for headteacher.</p> <p>Such recommendations will be subject to approval by the <i>Trust Board*</i></p> <p>Headteachers/Executive Headteachers</p> <p>The <i>Remuneration Committee</i> will be responsible for determining the pay range and starting salary of headteachers.</p> <p>The Remuneration Committee will be responsible for making pay progression recommendations for headteachers.</p> <p>Such recommendations will be subject to approval by the <i>Trust Board*</i></p>	
2.5	<p>Other Leadership Group and Lead Practitioners</p> <p>The <i>Headteacher/Pay Committee</i> will be responsible for determining the pay range and starting salary for employees on the Leadership and Lead Practitioner Pay Ranges (excluding the headteacher)</p> <p>The <i>Headteacher</i> will be responsible for making pay progression recommendations for employees on the Leadership and Lead Practitioner Pay Ranges (excluding the headteacher).</p> <p>Such recommendations will be subject to approval by the Pay Committee/CEO</p>	
2.6	<p>Other teachers</p> <p>The Headteacher will be responsible for determining the starting salary, and for making pay progression decisions, for teachers on the Unqualified, Main and Upper Pay Ranges. Such decisions will be subject to approval by the <i>Pay Committee/CEO</i></p>	

2.7	Support Staff			
	The <i>Headteacher</i> will be responsible for determining the pay range and starting salary, and for making pay progression decisions, for all support staff. Such decisions will be reported to the <i>Pay Committee/CEO</i> .			
2.8	Central Trust Staff			
	The <i>CEO</i> will be responsible for determining the pay range and starting salary, for making pay progression decisions, for centrally employed staff. Such decisions will be reported to the <i>Pay Committee/CEO</i> .			
3.	PAY TIMETABLE			
	Date	External	Internal	
	April	Budget set (schools)	Complete PM review for support staff.	<i>amend if moved Support Staff review date to September.</i>
		Inflationary Pay Award for support staff	Pay Progression decision effective for support staff	
	September	Inflationary Pay Award for teachers	Pay Progression decision effective for teachers	
		Budget set (academies)		
	Sept/Oct		Complete PM review for teachers	
	31 October (last day of half term)		Notify teachers of annual pay review decision	
	31 Dec. (last day of term)		Notify headteacher/CEO of annual pay review decision	
3.1	Setting and Reviewing Pay			
	Salaries will be determined only in the circumstances set out below.			
3.1.1	An individual salary range and starting salary will be determined where a new appointment is made, in accordance with the relevant sections of this Policy.			
3.1.2	The salary of individual posts will be reviewed at such times as appropriate where there are significant changes in the responsibilities or duties of the post which warrant such a review.			
3.1.3	The salary of individual posts may be reviewed where, the setting of a salary for a new appointment, or a change of salary in the circumstance set out in 9, makes such a review necessary to maintain consistency and fairness.			
	The salary, within the established range, of individual staff will be reviewed annually on or after:			

	1 September, but no later than 31 October (teachers) 1 September, but no later than 31 December (headteachers/CEOs) 1 April (support staff)	
3.2	Inflationary increases	
3.2.1	CEO	
	The Remuneration Committee will determine the level of any inflationary increases to be applied to the salary of the CEO each year. In determining any increase, the Trust will have regard to the general level of public sector pay increases and the principle that executive pay and benefits should not increase at a faster rate than that of teachers, in individual years and over the longer term.	
3.2.2	Teachers' and Leadership Pay Ranges	
	The Trust will ensure that the values of the minimum point of each pay range in this Policy are in line with the minimum of the corresponding ranges set out in the Teachers' Pay and Conditions Document. The values of points on the scales above the minimum will be determined annually by the Trust Board. In making its determination the Trust Board will have regard to any national pay award and any requirements set out in Teachers' Pay and Conditions.	
	Option 1*	
	The salaries of individual teachers will increase accordingly	
3.2.3	Inflationary increases – Teacher Allowances	
	Option 1a*	
	The minimum values of TLR1, TLR2 and the SEN Allowance payable to individual teachers will be increased in line with the minimum of the corresponding Allowances set out in the Teachers' Pay and Conditions Document. The values of Allowances in excess of the minimum will be determined annually by the Trust Board. In making its determination the Trust Board will have regard to any national pay award and any requirements set out in Teachers' Pay and Conditions.	
	Option 2a*	
	The Trust Board will determine the values of all other allowances and	

	discretionary payments payable to individual teachers on an annual basis.		
3.2.4	Support Staff		
	The values of the salary points on the Local Government Pay Scale and the values of other salaries will be determined annually by the Trust Board. In making its determination the Trust Board will have regard to any national pay award		
3.3	All staff will be informed in writing of their pay determination and the rationale for it with each year according to the Pay Timetable and at any other time when a salary review takes place.		
4.	TEACHERS' PAY		
4.1	<p>Qualified teachers will be paid on the Main Pay Range or the Upper Pay Range.</p> <p>The Pay Ranges in this school have been divided into pay points.</p> <p>Teachers on the Main Pay Range will be paid on the six-point scale on the Main Pay Range as set out below</p> <p>Teachers on the Upper Pay Range will be paid on the five-point scale on the Upper Pay Range as set out overleaf.</p> <p><u>Main Pay Range</u></p>		
	Point 1 (Minimum)	These are set out in Appendix E	
	Point 2 (Performance Progression Stage 1)		
	Point 3 (Performance Progression Stage 2)		
	Point 4 (Performance Progression Stage 3)		
	Point 5 (Performance Progression Stage 4)		
	Point 6 (Maximum)		
	<u>Upper Pay Range</u>		
	Point 1 (Minimum)	These are set out in Appendix E	
	Point 2 (Performance Progression Stage 1)		
	Point 3 (Performance Progression Stage 2)		
	Point 4 (Performance Progression Stage 3)		
	Point 5 (Maximum)		

4.2	<p>Unqualified Teachers will normally be paid on the Unqualified Pay Range.</p> <p>The Pay Range for Unqualified teachers in this school has been divided into pay points as follows:</p>	
	Point 1 (Minimum)	These are set out in Appendix E
	Point 2 (Performance Progression Stage 1)	
	Point 3 (Performance Progression Stage 2)	
	Point 4 (Performance Progression Stage 3)	
	Point 5 (Performance Progression Stage 4)	
	Point 6 (Maximum)	
4.2.1	Where an unqualified teacher is on a recognised “route into teaching” programme, the Headteacher/CEO* may exercise its discretion to pay him/her on the Main Pay Range having regard to his/her skill, qualifications and experience.	<i>*amend as applicable</i>
4.3	<p>Where a Lead Practitioner post(s) is included in the Staffing Structure., each Lead Practitioner will be paid within a specified range, within the Pay Range for Lead Practitioners.</p> <p>In setting the specified Range, the Pay Committee will determine the number and value of performance pay progression stages within that range.</p> <p>Different Lead Practitioner posts may have a different specified range, having regard to the challenge of the individual post and pay differentials within the school.</p>	
5.	PAY ON APPOINTMENT	
5.1	<p>The salaries of new staff will be set within the Pay Range for the post as set out in the Staffing Structure and in accordance with this pay policy. In determining the starting salaries for individual staff, including the award of any discretionary payments as allowed for within this policy, account will be taken of:-</p> <ul style="list-style-type: none"> • the skills, experience and relevant qualifications of the individual; • market conditions; • any specific restrictions set out in the Teachers’ Pay & Conditions Document; • the employee’s current salary level; <p>Early Career Teachers in their first year will normally be paid on the minimum of the Main Pay Range.</p> <p>There is no assumption that an employee will be paid the same rate they were being paid in a previous school.</p>	

6.	PAY PROGRESSION BASED ON PERFORMANCE	
	Teachers on the Main, Unqualified, Upper and Lead Practitioner Pay Ranges	
6.1	<p>Decisions regarding annual pay progression within the relevant ranges set out in 4.1-4.3 above, will be made with reference to teachers’ performance management statements and the pay recommendation they contain. In the case of Early Career Teachers, whose appraisal arrangements are different, pay decisions will be made by means of the statutory induction process. Early Career Teachers will be eligible for pay progression after their first year of Induction.</p> <p>The Trust Board expects all teachers to perform at the highest possible level and to continue to improve their professional practice year on year. Performance Management objectives will be progressive and developmental, thereby ensuring that good performance is rewarded and that good teachers have the opportunity over a number of years, to progress to the maximum of their respective pay range.</p>	
6.2	<p>Decisions on performance pay progression will be based on an assessment of the <u>overall</u> performance of the teacher.</p> <p>A teacher will be eligible for annual (biennial for Upper Pay Range) performance pay progression where they:</p> <ol style="list-style-type: none"> 1. have been assessed as meeting all of the teaching standards, throughout the assessment period; 2. have had their teaching assessed as at least good <u>overall</u> during the assessment period; <p>2a) Upper Pay Range teachers will be expected to demonstrate increasing levels of outstanding teaching <u>overall</u></p> <p>2b) Lead Practitioners will be expected to demonstrate outstanding teaching <u>overall</u></p> <ol style="list-style-type: none"> 3. have been assessed as meeting the requirements of their job description/job role; 4. meet their individual performance management objectives; <p>Consideration will be given where factors beyond the teacher’s control have impacted on their ability to meet objectives;</p> <ol style="list-style-type: none"> 5. have demonstrated a personal responsibility for identifying and meeting their CPD needs. 	*

	<p>The evidence which will be considered in assessing performance will include:</p> <ul style="list-style-type: none"> • pupil progress data; • quality of teaching against the Teaching Standards, including observed practice; • self-assessment; • professional dialogue; • received feedback; • performance management statements; • CPD records. <p>And in the case of Upper Pay Range teachers and Lead Practitioners, evidence of their contribution beyond their own classroom and their impact on the wider school.</p> <p>Where a teacher has been absent for some or all of the assessment period, an assessment will be based on performance during any periods of attendance and/or prior performance.</p>	
6.3	<p>Decision to progress</p> <p>Where all of the performance pay progression, criteria set out in 6.2 above are met, the teacher will move up to the next pay point. (Progression is biennial in the case of Upper Pay Range.) Discretion will be applied where not all performance management objectives have been fully met, but significant progress has been made.</p>	
6.4	<p>Decision not to progress</p> <p>Where the performance pay progression criteria in 6.2 are not met, the teacher will not receive any performance pay progression. A decision not to award performance pay progression may be made without recourse to capability procedures. However, teachers who fail to meet the minimum teaching standards and/or who consistently fail to improve their practice or to sustain the expected level of performance for their pay level, may be subject to these procedures.</p> <p>Where a decision not to progress is made, the teacher will be supported through the performance management process to improve their performance.</p>	
7.	MOVEMENT TO THE UPPER PAY RANGE	
7.1	<p>Any qualified teacher on the Main Pay Range may apply to be paid on the Upper Pay Range once per year. It is the responsibility of the teacher to decide whether or not they wish to submit an application. Applications must:</p> <ul style="list-style-type: none"> • be made on the appropriate application and submitted to the headteacher; • be submitted by 31 October in each year (consideration will be given to accepting late applications where individual circumstances eg absence prevent this deadline being met). 	
7.2	The Criteria	

	<p>An application will be successful, if the Headteacher and the Pay Committee are satisfied that:</p> <ul style="list-style-type: none"> the teacher is highly competent in all elements of the teaching standards; and, the teacher’s achievements and contribution to the school are substantial and sustained. <p>In this school, this means that the teacher has consistently</p> <ul style="list-style-type: none"> demonstrated that they meet all teaching standards, both in terms of teaching and personal and professional conduct, over a sustained period: been assessed as meeting their performance management objectives over a sustained period; <p>and in addition that;</p> <ul style="list-style-type: none"> teaching has been rated as good <u>overall</u>, with some outstanding, over a sustained period; the teacher has demonstrated over a sustained period an ability to support some pupils to exceed expected levels of progress/achievement; the teacher has consistently taken responsibility for identifying and meeting their own professional development needs and used their learning to improve their own practice and pupils’ learning; the teacher has demonstrated that they have made an impact on the school beyond their own class/group(s) over a sustained period. This may include demonstrating an ability to coach, mentor, advise and demonstrate best practice to, other teachers to enable them to improve their teaching practice; contributing to policy and practice which has improved teaching and learning across the school; <p><u>Sustained</u> means maintained continuously over a period of at least 3 school years (a year being defined as at least 26 weeks work in any academic year). It is normally expected that this will include at least one year at this school, although discretion will be exercised where there is clear and compelling evidence of consistent performance against the criteria at the teacher’s previous school.</p> <p>The school will exercise its discretion to consider performance over a lesser period where a teacher has been absent for some of the relevant period.</p>	
7.3	<p>The Assessment</p> <p>The Headteacher will assess all applications to be paid on the Upper Pay Range and their recommendation will be considered by the Pay Committee.</p> <p>The Headteacher will use the evidence contained in the teachers’ performance management review paperwork to make their assessment.</p> <p>A teacher who has not been at the school for all of the 3 year assessment period, should provide their performance management review statement(s) from their previous employment with their application.</p> <p>A teacher may, if they wish, provide additional evidence to support their application, but is not obliged to do so.</p>	
7.4	<p>Procedure</p>	

	<p>The Headteacher will discuss their recommendation with the teacher and the Pay Committee will confirm the decision by 31 December.</p> <p>Where the application is approved, the teacher will progress to the minimum of the Upper Pay Range backdated to the 1 September.</p> <p>Where the application is not successful, the Headteacher will provide feedback and the teacher will be provided with advice and support through the performance management process to develop their skills with a view to them making a future successful application.</p> <p>Teachers have the right to appeal any decision not to move them onto the Upper Pay Range. The appeals procedure is at section 21 of this policy.</p>	
8.	ADDITIONAL ALLOWANCES	
8.1	Teachers on the Main or Upper Pay Ranges may be paid an additional allowance as follows:	
8.1.1	Teaching and Learning Responsibility (TLR) Payments	
	<p>There are 3 TLR levels: TLR1, TLR2 and TLR3</p> <p>TLRs may be awarded to teachers on the Main or Upper Pay Range. A teacher may not be in receipt of more than one TLR1 or TLR2 concurrently.</p> <p>Posts which attract TLR1 and TLR2 Allowances, and the amount of those Allowances, are set out in the staffing structure (see Appendix D).</p> <p>TLR1 and TLR2 payments are permanent while the employee remains in the same post in the staffing structure.</p> <p>TLR3 Allowances are paid for a fixed-term period, for delivery of a significant responsibility in relation to a clearly time-limited school improvement or one-off externally driven project.</p> <p>The Headteacher will determine what projects should attract a TLR3 Allowance and the value of those Allowances having regard to the context, nature and complexity of the responsibility.</p> <p>The Headteacher will invite teachers to express interest in relevant projects and will allocate TLR3s on the basis of an assessment, through professional dialogue, of which teacher has the relevant skills and knowledge required for the specific project.</p> <p>In determining the allocation and value of TLR3 payments, due regard will be given to ensuring consistency, fairness, transparency and value for money.</p> <p>Where a TLR is awarded, written notification will be given to the teacher of:</p> <ul style="list-style-type: none"> • the nature of the significant responsibility; • the level of the payment; • in the case of TLR3, the date on which the Allowance will end. 	
8.1.2	Special Needs Allowances	
	There is one special needs allowance consisting of a minimum and maximum amount.	

	<p>The Pay Committee will determine which posts will attract an SEN Allowance according to the criteria set out in the Teachers Pay & Conditions Document which relate to teaching SEN pupils, and the amount of the Allowance in each case. Such posts are as set out in the Staffing Structure (see Appendix D).</p> <p>Where a post attracts an SEN allowance the amount of the allowance will be determined in each case by reference to:</p> <ul style="list-style-type: none"> • whether any mandatory qualification is required; • the qualification and/or expertise of the teacher relevant to the post; • the relative demands of the post. <p>In determining the value of an SEN payment, due regard will be given to ensuring consistency, fairness and transparency.</p>	
8.2	Unqualified Teacher Allowance	
	<p>The Headteacher may determine that an additional Allowance be paid to an unqualified teacher who is paid on the Unqualified Teachers' Pay Range where, in the context of its staffing structure, the teacher has:</p> <ul style="list-style-type: none"> • taken on a sustained additional responsibility which is: • focussed on teaching and learning; and • requires the exercise of a teachers' professional skills and judgement: or • qualifications or experience which bring added value to the role s/he is undertaking. <p>The Headteacher* will determine the amount of any such allowances having due regard to consistency, fairness and transparency.</p>	
9.	LEADERSHIP GROUP PAY (including CEO)	
	Inflationary increases will be applied as set out in section 3.2	
9.1.1	<p>CEO</p> <p>The Remuneration Committee will determine an appropriate salary for the CEO having regard to:</p> <ul style="list-style-type: none"> • all of the permanent responsibilities, and challenges that are specific to the role • appropriate pay differentials with other staff; • any other relevant considerations. 	

9.1.2	<p>Progression will be subject to the individual demonstrating a sustained high quality of performance having regard to the most recent review carried out under the Performance Management Policy.</p> <p>Determination of whether there has been “sustained high quality of performance” will be made in accordance with the criteria outlined in Appendix C of this Policy.</p>			
9.2	Headteachers, Deputy Headteacher (including Head of School), Assistant Headteachers			
9.2.1		<p>The Pay Range for Leadership Posts at this school has been divided into pay points as set out in Appendix E. The Salary Range for each Leadership Post will be determined on a case by case basis as set out in 9.2.2 (headteachers deputy headteachers, assistant headteachers and heads of school below and will consist of an appropriate number of pay points.</p>		
9.2.2	<p>The Pay Committee will determine the group size of the school with reference to pupil numbers as set out in TPCD and determine appropriate Salary Ranges for each Leadership Post, normally within the Group Size¹.</p> <p>Where a person is appointed as Headteacher of more than one school on a permanent basis, the group size and Salary Range will be determined by reference to the combined pupil numbers of all the schools and the overall responsibility of the post.</p> <p>In setting the individual Salary Ranges for Leadership Posts the Pay Committee will:</p> <ul style="list-style-type: none"> • take account of all of the permanent responsibilities, and challenges that are specific to the role and any other relevant considerations; • have regard to appropriate pay differentials with other staff; <p>Where the Trust Board determine a higher than normal salary is warranted for the headship, the Salary Range of the Headteacher may exceed the Group Size of the school, subject to the total salary, including any temporary payment made under 10.1 below, not exceeding 25% above the Group Size, other than in exceptional circumstances in which case:</p> <ul style="list-style-type: none"> • a business case must be approved by the full Trust Board; • the Trust Board must seek external independent advice. <p>¹The Salary Ranges of Deputy and Assistant Headteachers must not exceed the Group Size of the school.</p>			

9.2.3	<p>When determining the starting salary of a newly appointed member of the Leadership Group, the Trust Board will have regard to the extent to which the candidate meets the requirement of the post and whether this merits a starting salary higher than the minimum of the Range determined in Section 9.2.2. The starting salary will allow for performance progression over time.</p>				
9.2.4	<p>Progression within the Salary Range will be subject to the individual demonstrating a sustained high quality of performance having regard to the most recent review carried out under the Performance Management Policy.</p> <p>Determination of whether there has been “sustained high quality of performance” will be made in accordance with the criteria outlined in Appendix C of this Policy.</p>				
	<p><i>Where Option 3a or 3b selected in 9.2</i></p>				
		<p>Based on an assessment of performance, a decision will be made whether the employee’s salary should increase and, if so, by how much. The amount of progression will be directly related to the assessed level of performance.</p>			
9.2.5	<p>Performance Progression is limited to the maximum of the Salary Range as determined in 9.2.2.</p> <p>Discretion will be applied where not all performance management objectives have been fully met, but significant progress has been made.</p>				
9.3	<p>Where the employee’s performance is assessed as not being of a sustained high quality, there will not be any performance pay increase. A decision not to award a performance pay increase may be made without recourse to capability procedures. However, those who fail to meet the minimum standards and/or who consistently fail to improve their practice or to sustain the expected level of performance for their pay level, may be subject to these procedures.</p> <p>Where a decision not to progress is made, the employee will be supported through the performance management process to improve their performance.</p>				
10.	ADDITIONAL PAYMENTS TO TEACHERS				
10.1	Temporary Payments to the Headteacher				
	<p>The Remuneration Committee may determine that an additional temporary payment be made to the Headteacher/CEO/DFO for clearly defined responsibilities</p>				

	<p>or duties which are in addition to and have not previously been taken into account in setting, the permanent Salary Range under 9.1/9.2.</p> <p>The total sum of any additional payments paid to a headteacher set out in this section (and in 9.2.2) will not exceed 25% of the value of the Headteacher's point on the Leadership Pay Spine. If the Pay Committee exceptionally wishes to exceed the limit above, it will seek independent external advice and seek agreement of a business case form the Trust Board before so doing.</p>	
10.2	<p>Other Payments</p> <p>Except where specified, the following payments may not be made to a Headteacher. Where relevant, any additional payments to a Headteacher must be made as part of their permanent Salary Range (as set out in 9.2 above) or as a temporary payment (as set out in 10.1 above).</p>	
10.2.1	<p>Continuous professional development undertaken outside the school day</p>	
	<p>The Trust Board does not make payments for CPD outside of the school day.</p>	
10.2.2	<p>Activities related to the provision of initial teacher training (ITT)</p>	
	<ul style="list-style-type: none"> • 	
	<p>The Trust Board does not make payments for ITT activities.</p>	
10.2.3	<p>Provision of services to another school(s)</p>	
	<p>The Trust Board may authorise teachers, including Leadership Group, to undertake additional responsibilities and activities relating to the raising of standards in one or more other school.</p> <p>Where such an agreement is authorised, the Trust Board will determine, what, if any, payment should be paid to the teacher and/or to other staff, in recognition of the associated additional responsibility and how much shall be retained by the school to cover associated costs such as administration or supply cover.</p> <p>Any payment to the Headteacher will be made under 10.1 of this Policy. Payments to other staff may include acting arrangements, temporary TLR3s or such other payment as the Pay Committee considers appropriate under Paragraph 26.1 of TPCD.</p> <p>All such payments are temporary with no entitlement to safeguarding when they cease.</p>	
10.2.5	<p>Recruitment and Retention Payments and Incentive</p>	
Either	<p>The Pay Committee may authorise, on a case by case basis, a payment or incentive to secure the recruitment, and/or to retain the services, of a teacher. In authorising such a payment, the following factors will be considered:</p> <ul style="list-style-type: none"> • that there is evidence that there is difficulty in appointing to a particular post or in recruiting a teacher with the required skills, qualifications and/or experience; 	

	<ul style="list-style-type: none"> • that there is a need to retain the skills, qualifications or experience of an individual; • whether the salary available in the context of the staffing structure is insufficient to secure an appointment given the circumstances of the school; • available financial resources; • market forces. <p>Any such payment or incentive will be subject to review and there will be no entitlement to a payment beyond the review date.</p> <p>Any such payment will be confirmed in writing, including details of:</p> <ul style="list-style-type: none"> • whether it is for the purpose of recruitment or retention; • the nature of the payment or incentive; • if a financial payment paid, whether this will be paid monthly as part of salary or as a lump sum to be paid at an agreed time; • the basis for any uplifts where applicable; • the date which the payment/incentive will be reviewed; <p>Leadership Group may only receive payments under this Section for reasonably incurred housing or relocation costs.</p>	
or	The Trust Board does not make payment for recruitment or retention purposes.	
10.7	Acting Arrangements	
	Where a teacher is assigned and carries out the duties of a Headteacher, Deputy Headteacher, or Assistant Headteacher, but has not been appointed in an acting capacity the Trust Board shall, within four weeks, determine whether or not an allowance should be paid in accordance with the provisions of the School Teachers' Pay & Conditions Document.	
11.	PART TIME TEACHERS	
	<p>Teachers who work less than a full day or week are deemed to be part-time. The proportion of full-time will be calculated in accordance with the Teachers Pay & Conditions Document as follows:</p> <p>Teacher's timetabled teaching time ----- = part-time percentage School's timetabled teaching time</p> <p>Part-time teachers will be expected to work a corresponding proportion of directed time and will receive a corresponding proportion of a full- time salary.</p>	
12.	SHORT NOTICE/SUPPLY TEACHERS	
	Teachers who are engaged directly and work on a day-to-day basis or other short notice basis will have their pay determined in line with the statutory pay arrangements in the same way as other teachers.	

	<p>Supply teachers working a whole day, including directed time, will initially have their salary calculated as an annual amount; it will then be divided by 194* and multiplied by the number of days worked.</p> <p>Supply teachers working less than a full day will be hourly paid. The salary will be calculated as an annual amount and then divided by 1258.5* to determine the hourly rate, which will then be paid for hours worked, including any agreed payment for directed time.</p>	*
13.	SUPPORT STAFF PAY	
	<p>The salary of support staff is as set out in their contract of employment and in accordance with the vine Schools Support Staff Pay Structure April 2021 to March 2022 (Appendix F).</p> <p>Those members of staff protected by TUPE and remaining on the Thurrock Single Status Agreement (Appendix G) will have the same percentage increments applied as all other support staff.</p>	
13.1	<p>Starting salary</p> <p>The salaries of new staff will be set within the range for the post as set out in the Staffing Structure and in accordance with this pay policy. In determining the starting salaries for individual staff, account will be taken of;</p> <ul style="list-style-type: none"> • the skills, experience and relevant qualifications of the individual; • market conditions. 	
13.2	<p>Pay Progression</p> <p>Annual progression within any pay range set out in the contract of employment, will be subject to the employee meeting the expectations as determined through the performance management process.</p>	
13.3	<p>Part-time staff</p> <p>Support staff who work less than a full day, week and/or year are deemed to be part-time. The proportion of full-time will be calculated as follows:</p> <p>Hours per week x weeks per year</p> <p>-----</p> <p>37 x 52.14</p>	
14.	SALARY SACRIFICE SCHEMES	
	<p>Where participants in a childcare voucher scheme have a period of child related leave, the school will not continue to provide vouchers during such periods.</p> <p>OR</p> <p>.</p>	<p><i>Delete as applicable (guidance can be found on the Juniper Education website under Child Related Absences)</i></p>

	The Trust Board does not operate any Salary Sacrifice Schemes.	
15.	PENSIONS	
15.1	<p>All regular salary payments and additional allowances and payments to staff within this policy, with the exception of some recruitment and retention benefits, are pensionable.</p> <p>Note: Full-time teachers cannot be members of the Teachers' Pension Scheme for a second job (eg 1:1 tuition at another school). They can however join the Local Government Pension Scheme for this secondary employment.</p>	
15.2	The Trust Board will not promote staff through the grading systems or use other pay flexibilities to assist in securing an employee's improved pension entitlement on retirement. The Trust Board recognises that, where this to be done, the DfE and/or pension regulator, where appropriate, may use their powers to substitute a notional salary for calculation of pension.	
16.	SALARY SAFEGUARDING/PROTECTION	
	<p>The Trust Board will ensure appropriate salary protection/safeguarding for teachers in accordance with the School Teachers' Pay and Conditions Document and for support staff in accordance with the schools' Redundancy and Re-organisation Procedure.</p> <p>Employees in receipt of safeguarding will be expected to undertake commensurate work.</p>	
17.	STAFFING BUDGET	
	The amount of money allocated to implementing the Pay Policy will be determined at the beginning of each financial year through the budget allocation process of the school. The Trust Board will endeavour to ensure that appropriate funding is allocated for performance pay progression at all levels.	
18.	EQUALITIES AND TRANSPARENCY	
	<p>The Trust Board recognises the principle of equal pay for work of equal value in the implementation of this policy. The Trust Board will take into account the salaries payable in comparable establishment, where possible, in setting pay levels.</p> <p>All pay related decisions will be taken in accordance with relevant equalities legislation, Employment Relations Acts and Part-time Workers and Fixed-term Employees Regulations. Appropriate consideration will be given where staff have been absent for long periods e.g. due to sickness or maternity leave.</p> <p>In accordance with the Academies Financial Handbook, the Trust will publish number of employees whose benefits exceed £100k, in £10k bandings, as an extract from the disclosure in its financial statements for the previous year ended 31 August. Benefits for this purpose include salary, other taxable benefits and termination payments, but not the trust's own pension costs. In the case of employees who are trustees, their salary and other benefits will also be disclosed</p>	

	in £5k bandings in the trust's financial statements.	
19.	OVER/UNDER PAYMENTS	
	<p>The Trust Board shall be entitled to deduct from your salary any money which you may owe to the school at any time.</p> <p>Support staff working less than 52 weeks have their annual salary spread evenly over 12 months, whereas their working hours are spread unevenly across the year due to school closure periods. When they leave employment, a calculation will be made to assess any over- or under-payment arising from this arrangement, and any over or underpayment will be adjusted in their final pay. Employee will be notified in advance of any adjustment.</p> <p>Should an overpayment occur in other circumstances the employee will be notified in writing of the full amount of the overpayment and agreement will be sought about a reasonable repayment schedule. In the absence of such an agreement the Trust Board will determine a reasonable recovery schedule, usually not exceeding 5% of the monthly gross, except where the employee is leaving, where the balance owing may be deducted from final salary in the absence of an alternate agreement.</p> <p>Recovery of overpayments will be pursued in the case of former employees.</p> <p>In the case of underpayments, the Trust Board will apply appropriate refunds as soon as possible.</p> <p>Employees are expected to draw to the attention of the Headteacher any overpayment or underpayment as soon as possible. The Employer is expected to draw to the attention of the employee any overpayment or underpayment as soon as possible.</p>	
20.	MONITORING	
	<p>The Trust Board will monitor the outcome and impact of this policy annually assess its effect and continued compliance with equalities legislation. The effect of the policy will be assessed particularly with reference to trends in progression across specific groups of teachers and the correlation between this and performance management reviews and outcomes for pupils.</p> <p>The pay of individual staff will remain confidential – shared only with those responsible for making pay decisions and managing administrative matters.</p>	
21.	APPEALS PROCEDURE	
21.1	<p>Staff have the right to make representations and to appeal about any aspect of their pay or pay progression in accordance with the appeals procedure within the policy, which meets, as a minimum, the statutory requirements on disputes resolution.</p> <p>Pay recommendations will be contained within Performance Management Review Statements and these will be discussed with employees at the review meeting. Where an employee has concerns about the pay recommendation which cannot be resolved at the review meeting, they should include these on the review statement for consideration by those responsible for making pay decisions.</p>	

21.2	<p>An employee may make a formal appeal against any decision on pay, which must be submitted in writing within 10 working days of receipt of written notification of that decision.</p> <p>The grounds of appeals are that the decision maker(s):</p> <ul style="list-style-type: none"> • incorrectly applied the provisions of the Teachers’ Pay & Conditions Document / national / local terms and conditions • failed to have proper regard for statutory guidance; • failed to take proper account of relevant evidence and/or took account irrelevant or inaccurate evidence; • were biased; or • otherwise unlawfully discriminated against the employee. 	
21.3	<p>Appeals will be heard by the Pay Committee*.</p> <p>The Appeals will be heard at a meeting, normally within 20 working days of receipt of the written appeal. The employee will be entitled to attend the appeal meeting, to make representations and to be accompanied by a work colleague or a member of a recognised Trade Union.</p> <p>The procedure for the conduct of the appeal meeting is at Appendix B.</p> <p>Any written submissions relevant to the appeal must be circulated to all parties at least 3 working days prior to the meeting.</p> <p>The decision of the appeal committee will be notified in writing and, where the appeal is rejected, this will include a note of the evidence considered and the reasons for the decision.</p> <p>The decision of the Trust Board's Pay Committee is final and there is no recourse to the staff grievance procedure.</p> <p>The Headteacher shall be entitled to attend, for the purposes of providing information and advice (except in the case of his/her own salary), all proceedings of the Pay Appeals Committee.</p> <p>The role of the Pay Committee is not to make judgement about the effectiveness of individual staff. It is to satisfy themselves that any recommendation/decision has been made on the basis of evidence and has been made taking proper account of equal opportunities and that correct procedures have been followed.</p>	
22.	DATA PROTECTION	
22.1	<p>A written record of all meetings conducted under this pay policy, including pay appeals, will be made, either by the person holding the meeting or by an alternative person arranged by the school to take notes.</p> <p>The school processes any personal data collected as part of the operation of the pay policy/pay appeals procedure in accordance with its data protection policy. The pay of individual staff will remain confidential.</p> <p>Any data collected is held securely and accessed by, and disclosed to, individuals only for the purposes of making decisions on pay, handling pay appeals or administering any pay decisions. All data collected will be held in accordance with the school’s retention schedule. Inappropriate access or disclosure of employee data including individual staff salaries constitutes a data breach and should be</p>	

	reported in accordance with the school's data protection policy immediately. It may also constitute a disciplinary offence, which will be dealt with under the school's disciplinary procedure.	
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APPENDIX A: TERMS OF REFERENCE PAY COMMITTEES

Delegation of Function

The Trust may establish a Pay Committee for each Academy or across all Academies to set the Pay Policy for the Trust and to implement the approved Pay Policy in respect of the pay for some or all staff.

Clerking

The meeting of the Pay Committee should be minuted.

Membership

The Pay Committee shall consist of at least three named members of the Trust Board/Board of Trustees, none of whom shall be employees.

The headteacher and CEO may attend all proceedings of the Pay Committee for the purpose of providing information and advice but must withdraw when their own salary is being discussed.

Quorum

Three

Meetings

The Pay Committee shall meet at least once annually, in the Autumn term.

Chair

The Pay Committee shall agree a chair for each meeting.

Decisions

Any decisions shall be made by a simple majority.

Terms of Reference

- To determine the Pay Policy for the school.
- To advise the Trust Board (Board of Trustees)/Finance Committee on current and future pay levels.
- To ratify appropriate salary ranges and starting salaries in accordance with the Pay Policy.
- To approve annual pay progression for the headteacher (by 31 December at the latest), taking account of the recommendation made by the Headteacher's Performance Review Panel, following the annual review.
- To determine the application of national inflationary increases as required.
- To monitor and report to the full Trust Board/Board of Trustees on the annual pattern of performance pay progression at each level and the correlation between pay progression, quality of teaching and outcomes for pupils.

NB Schools may want to refer to [Implementing your school's approach to pay](#)

PAY COMMITTEE

Delegation of Function

The Trust Board shall establish a Pay Appeal Committee to deal with all appeals against pay decisions.

Clerking

The meeting of the Pay Appeals Committee should be minuted.

Membership

The Pay Appeals Committee shall consist of at least three named members of the Trust Board/Board of Trustees, none of whom shall be employees or members of the Pay Committee.

The headteacher may attend all proceedings of the Pay Appeals Committee for the purpose of providing information and advice (except where the appeal is in respect of his/her own salary, where he/she will attend for the purposes of making his/her case).

Quorum

Three

Meetings

The Pay Appeals Committee shall meet on an as required basis.

Chair

The Pay Appeals Committee shall agree a chair for each meeting.

Decisions

Any decisions shall be made by a simple majority.

The Pay Appeal Committee's decision will be final, notwithstanding the employee's right in law.

APPENDIX B – PAY APPEALS MEETING PROCEDURE

The meeting should be attended by the employee, his/her colleague or representative if required, a representative of the Pay Committee and the Pay Appeals Committee. The Headteacher should attend to provide information and advice (except where s/he is the appellant).

1. Introductions and opening remarks
2. Member of staff and/or representative to present case
3. School representative to ask questions
4. Pay Appeals Committee to ask questions
5. School to respond

This may include calling on the Performance Management Reviewer and/or a member of the Pay Committee/headteacher where they are not presenting the case to add any relevant information / answer question (where applicable]

6. Member of staff and/or representative to ask questions
7. Pay Appeals Committee to ask questions
8. Employee or representative to make closing statement
9. School to make closing statement
10. Both parties withdraw to allow Pay Appeals Committee to consider their decision
11. Either both parties invited back to hear decision or the decision will be communicated in writing within 48 hours.

APPENDIX C: PERFORMANCE PAY PROGRESSION - LEADERSHIP

To achieve performance pay progression, the School Teachers' Pay and Conditions Document (STPCD) requires individuals to have demonstrated sustained high-quality performance. In making judgements against this criterion and in determining whether there should be progression the Trust Board will consider whether the individual has grown professionally by developing their leadership; and (where relevant), teaching, expertise.

In considering whether there has been professional growth, the Trust Board will consider whether the following description of a person on the leadership scale has been met:

- The Leadership group play a critical role in the life of the school/Trust.
- They inspire those around them and work with others to create a shared strategic vision which motivates pupils and staff.
- They take a lead in enhancing standards of teaching and learning and value enthusiasm and innovation in others
- They have confidence and ability to make management and organisational decisions and ensure equity, access and entitlement to learning.

To achieve progression (and for the above to be satisfied), there will need to have been a successful performance management review.

A successful performance management review involves a process of:-

- a) Performance Management objectives, linked to school improvement priorities, pupils' outcomes raising levels of achievement and attainment, leaderships and management skills and competencies, personal development
- b) Performance against the teaching standards including observed practice;
- c) Performance against any other relevant Standards (eg the Headteacher Standards)
- d) Other evidence, including of professional development/growth.

Note: The Trust Board expects that a teacher's performance objectives will define what needs to be achieved to demonstrate that the individual has grown professionally by developing their leadership and (where relevant) teaching expertise.

APPENDIX E: LEADERSHIP PAY STRUCTURE

1. LEADERSHIP GROUP PAY RANGE

Group Sizes					Discretionary Pay Range Points England and Wales (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area	
					1	42,195	50,167	45,542	43,356
					2	43,251	51,229	46,601	44,415
					3	44,331	52,313	47,676	45,495
					4	45,434	53,414	48,785	46,604
					5	46,566	54,552	49,919	47,737
1					6	47,735	55,715	51,082	48,933
					7	49,019	57,003	52,371	50,190
	2				8	50,151	58,132	53,499	51,314
					9	51,402	59,380	54,750	52,568
					10	52,723	60,701	56,072	53,888
		3			11	54,091	62,066	57,436	55,254
					12	55,338	63,319	58,688	56,506
					13	56,721	64,700	60,073	57,890
			4		14	58,135	66,114	61,479	59,302
					15	59,581	67,556	62,926	60,744
					16	61,166	69,146	64,514	62,333
					17	62,570	70,552	65,921	63,746
				5	18	64,143	72,125	67,496	65,310
					19	65,735	73,715	69,087	66,900
					20	67,364	75,345	70,713	68,536
6					21	69,031	77,011	72,383	70,204
					22	70,745	78,725	74,090	71,914
					23	72,497	80,472	75,842	73,661
	7				24	74,295	82,277	77,643	75,466
					25	76,141	84,119	79,489	77,307
					26	78,025	86,001	81,372	79,195
					27	79,958	87,933	83,305	81,124
		8			28	81,942	89,919	85,290	83,105
					29	83,971	91,953	87,316	85,139
					30	86,061	94,039	89,406	87,221
					31	88,187	96,168	91,539	89,357
					32	90,379	98,355	93,724	91,549
					33	92,624	100,604	95,975	93,795
					34	94,914	102,894	98,263	96,083
					35	97,273	105,253	100,620	98,443
					36	99,681	107,658	103,026	100,848
					37	102,159	110,142	105,509	103,327
					38	104,687	112,664	108,037	105,855
					39	107,239	115,215	110,584	108,402
					40	109,914	117,898	113,266	111,086
					41	112,660	120,645	116,010	113,828
					42	115,483	123,461	118,828	116,653
					43	117,197	125,098	120,513	118,356

2. MAIN PAY RANGE

	Discretionary Range Points E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Minimum:	25,714	32,157	29,915	26,948
Performance Progression Stage 1	27,600	33,658	31,604	28,828
Performance Progression Stage 2	29,664	35,226	33,383	30,883
Performance Progression Stage 3	31,778	36,866	35,264	32,999
Performance Progression Stage 4	34,100	39,492	38,052	35,307
Maximum	36,961	42,624	41,136	38,174

3. UPPER PAY RANGE

	Discretionary Range Points E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Minimum:	38,690	46,971	42,559	39,864
Performance Progression Stage 1	39,407	48,124	43,346	40,580
Performance Progression Stage 2	40,124	49,279	44,133	41,295
Performance Progression Stage 3	40,864	50,108	44,950	42,038
Maximum	41,604	50,935	45,766	42,780

4. UNQUALIFIED TEACHER PAY RANGE

	Discretionary Range Points E&W (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Minimum:	18,169	22,849	21,582	19,363
Performance Progression Stage 1	20,282	24,962	23,696	21,473
Performance Progression Stage 2	22,394	27,075	25,809	23,587
Performance Progression Stage 3	24,507	29,187	27,926	25,699
Performance Progression Stage 4	26,622	31,298	30,037	27,812
Maximum:	28,735	33,410	32,151	29,924

5. LEADING PRACTICIONER PAY RANGE

	England and Wales (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
Minimum	42,402	50,415	45,766	43,570
Maximum	64,461	72,480	67,828	65,631

6. ALLOWANCES

TEACHING & LEARNING RESPONSIBILITY (TLR) PAYMENTS

	Minimum	Maximum
TLR 1	8,291	14,030
TLR 2	2,873	7,017
TLR 3	571	2,873

SPECIAL EDUCATIONAL NEEDS (SEN) ALLOWANCES

	Minimum	Maximum
SEN	2,270	4,479

APPENDIX F: VINE SUPPORT STAFF PAY STRUCTURE

Scale	Point	Standard	Outer Fringe	Inner Fringe
Scale 1	1	17,842	18,468	18,740
Scale 2	2	18,199	18,824	19,097
	3	18,562	19,188	19,460
Scale 3	4	18,933	19,559	19,831
	5	19,312	19,938	20,210
Scale 4	6	19,699	20,324	20,597
	7	20,092	20,718	20,990
Scale 5	8	20,494	21,120	21,392
	9	20,904	21,530	21,802
	10	21,322	21,948	22,220
	11	21,749	22,374	22,647
Scale 6	12	22,183	22,809	23,081
	13	22,627	23,253	23,525
	14	23,080	23,706	23,978
	15	23,542	24,167	24,440
	16	24,012	24,638	24,910
	17	24,492	25,118	25,390
	Point 18 not in use			
Scale 7	19	25,481	26,107	26,380
	20	25,991	26,617	26,889
	21	26,511	27,137	27,409
	22	27,041	27,667	27,939
	23	27,742	28,368	28,640
	24	28,673	29,299	29,571
Scale 8	25	29,577	30,203	30,475
	26	30,451	31,077	31,350
	27	31,346	31,972	32,244
	28	32,234	32,860	33,132
Scale 9	29	32,910	33,536	33,808
	30	33,783	34,408	34,681
	31	34,729	35,355	35,627
	32	35,745	36,371	36,643
	33	36,923	37,548	37,821
Scale 10	34	37,891	38,516	38,789
	35	38,890	39,516	39,788
	36	39,881	40,507	40,779
	37	40,877	41,502	41,775
Scale 11	38	41,881	42,507	42,779
	39	42,822	43,447	43,720
	40	43,857	44,483	44,755
	41	44,863	45,489	45,761
	42	45,860	46,486	46,758
Scale 12	43	46,845	47,471	47,743
	44	47,822	48,447	48,720
	45	49,205	49,831	50,103
	46	50,579	51,204	51,477
	47	51,927	52,552	52,825
	48	53,312	53,938	54,210

Scale	Point	Standard	Outer Fringe	Inner Fringe
Scale 13	49	55,770	56,395	56,668
	50	57,161	57,786	58,059
	51	58,556	59,181	59,454
	52	59,958	60,584	60,856
	53	61,342	61,968	62,241
Scale 14	54	63,600	64,226	64,498
	55	65,198	65,824	66,097
	56	66,797	67,422	67,695
	57	68,383	69,009	69,281
	58	69,970	70,596	70,869
Scale 15	59	71,213	71,838	72,111
	60	72,999	73,625	73,897
	61	74,777	75,402	75,675
	62	76,552	77,178	77,451
	63	78,334	78,960	79,233
Scale 16	64	84,157	84,783	85,056
	65	86,269	86,894	87,167
	66	88,365	88,991	89,263
	67	90,464	91,090	91,363
	68	92,573	93,198	93,471
Scale 17	69	95,045	95,671	95,943
	70	97,516	98,141	98,414
	71	99,978	100,603	100,876
	72	102,447	103,073	103,345
	73	104,918	105,543	105,816
	74	107,387	108,013	108,285

Allowances	Apr-20
Outer Fringe	£626
Inner Fringe	£898

Lettings	Apr-20
Mon-Fri	£8.72
Sat	£8.94
Sun	£9.14

7. APPENDIX G: THURROCK SUPPORT STAFF PAY STRUCTURE

Band	Pay Point	Band	Pay Point	2020/21 Salary	2020/21 Rate/hr
1	1	2	1		
	2		2		
	3		3		
	4		4		
	5		5	£ 17,692.13	£ 9.17
	6		6	£ 17,915.37	£ 9.29
	7		£ 18,280.09	£ 9.48	
3	8	4	8	£ 18,399.57	£ 9.54
	9		9	£ 18,563.06	£ 9.62
	10		10	£ 18,886.91	£ 9.79
	11		11	£ 19,047.26	£ 9.87
	12		12	£ 19,330.23	£ 10.02
	13		13	£ 19,572.33	£ 10.15
	14		14	£ 19,937.06	£ 10.33
	15		15	£ 20,386.67	£ 10.57
	16		£ 20,996.63	£ 10.88	
	17		£ 21,625.46	£ 11.21	
5	18	6	18	£ 22,276.30	£ 11.55
	19		19	£ 22,942.86	£ 11.89
	20		20	£ 23,625.14	£ 12.25
	21		21	£ 24,338.87	£ 12.62
	22		22	£ 25,058.88	£ 12.99
	23		23	£ 25,813.47	£ 13.38
	24		24	£ 26,586.93	£ 13.78
	25		25	£ 27,388.69	£ 14.20
	26		£ 28,203.03	£ 14.62	
	27		£ 29,055.09	£ 15.06	
	28		£ 29,922.88	£ 15.51	
	29		£ 30,815.81	£ 15.97	
7	30	7	30	£ 31,740.19	£ 16.45
	31		31	£ 32,708.59	£ 16.95
	32		32	£ 33,689.57	£ 17.46
	33		33	£ 34,698.84	£ 17.99
	34		34	£ 35,736.41	£ 18.52
	35		35	£ 36,818.00	£ 19.08
	36		36	£ 37,927.88	£ 19.66
	37		37	£ 39,056.63	£ 20.25
	38		38	£ 40,235.69	£ 20.86
	39		£ 41,443.04	£ 21.48	

The 'Thurrock pay scales' are different to the Vine Trust pay scales and remain available to some employees as a result of TUPE transfer protection.

All new staff will be employed on the Vine Trust pay scales.

All existing staff on the Thurrock pay scales may, at their discretion, transfer to the Vine Trust pay scales.

