

Whole School Pay Policy

Adopted: September 2018
Review Date: September 2019

This policy was adopted by St Barnabas Church of England Multi Academy Trust Board of Directors on:

Date: 24th September 2018

Signed:

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SECTION A - GENERAL INTRODUCTION

1. Introduction

- 1.1 This policy sets out the framework for making decisions on employees' pay. It has been developed to comply with current legislation¹, the requirements of the School Teachers' Pay and Conditions Document (STPCD), the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service ("Green Book") and in accordance with the principles of public life - objectivity, openness and accountability.
- 1.2 In adopting this pay policy the aim is to:
- (a) achieve excellent outcomes for all students
 - (b) support the recruitment and retention of a high quality workforce
 - (c) complement the St Barnabas C of E Multi-Academy Trust's performance management and appraisal policy which is supportive and developmental and ensures employees have the skills and support to do their job effectively
 - (d) enable us to recognise and reward staff appropriately for their contribution to the St Barnabas C of E Multi-Academy Trust
 - (e) help to ensure that decisions on pay are managed in a fair, just and transparent way
 - (f) ensure that there is no pay discrimination in decision making and that decisions are based on evidence and can be justified
- 1.3 Pay decisions at this Trust are made by the Board based on evidence which will be linked to appraisal outcomes and other indicators.
- 1.4 This policy has been implemented following consultation with staff and the recognised trade unions. The Board of Directors adopted this policy on 24th September 2018.

2. Monitoring the impact of the policy

- 2.1 The Board of Directors Finance and Resource Committee will monitor the outcomes and impact of this policy on an annual basis, including trends in progression across specific groups of staff to assess its effect and the school's continued compliance with equalities legislation.

3. Review of policy

- 3.1 This policy is reviewed annually by the Trust in consultation with the recognised trade unions. We will monitor the application and outcomes of this policy to ensure it is working effectively.

¹ Including the Employment Relations Act 1999, the Equality Act 2010, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 and the Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002.

SECTION B - DETERMINING TEACHERS' PAY

1. Basic pay determination on appointment

- 1.1 The Trust will determine the pay range for a vacancy prior to advertising it. On appointment it will determine the starting salary within that range to be offered to the successful candidate.
- 1.2 In making such determinations, the Trust may take into account a range of factors, including:
 - (a) the nature of the post
 - (b) the level of qualifications, skills and experience required
 - (c) market conditions
 - (d) the wider Trust context and strategic priorities

Although there is no assumption that a teacher will be paid at the same rate as they were being paid in a previous school, the school will determine the appropriate rate of pay for a teacher joining the school taking account of salary expectations, current salary and the factors set out above.

2. Pay reviews

- 2.1 The Board of Directors will ensure that each teacher's salary is reviewed annually by no later than 31st December each year and by no later than 31st December each year for Headteachers and Head of Schools. Pay increases will be backdated to 1 September of the same academic year.
- 2.2 Salary will also be reviewed if a teacher takes up a new post with effect from the date the post commenced or in other circumstances as required, with effect from the relevant date.
- 2.3 All teachers will be notified in writing within one month of a decision on pay setting out their salary, any payments or other financial benefits awarded, any safeguarding, where a copy of the staffing structure and pay policy may be inspected and any other information required by STPCD.

3. Assessment of pay progression

- 3.1 In this Trust all teachers will receive regular feedback on their performance and are subject to an annual performance appraisal. The arrangements for teacher appraisal are set out in our Appraisal Policy.
- 3.2 Decisions regarding pay progression will be made with reference to the appraisal process. A fair and transparent assessment process will be in place where decisions are based on evidence.
- 3.3 In this Trust, judgements of performance will be made in relation to appraisal outcomes, meeting objectives and, where applicable, the Teachers' Standards.

- 3.4 The evidence we will use may include, but not be limited to appraisals, peer review, tracking pupil progress, lesson observations, the views of pupils and parents.
- 3.5 Teachers' appraisal reports will contain pay recommendations. These recommendations will be reviewed by Executive Principal and the Finance and Resource Committee and will be moderated across the Trust.
- 3.6 Final decisions about whether or not to accept a pay recommendation will be made by the Finance and Resource Committee of the Board of Directors, having regard to the appraisal report containing the pay recommendation and the review and moderation exercise by the Executive Principal and Committee.
- 3.7 Additional progression may be considered in accordance with the criteria set out in this policy.
- 3.8 It will be possible for a 'no progression' determination to be made without recourse to the capability procedure.
- 3.9 Where teaching, progress or compliance with the Teachers' Standards where applicable is not meeting expectations the Executive Principal will determine support and if necessary the capability procedure will be used. In such situations there would be no pay progression during that year.
- 3.10 The Board of Directors will consider its approach in the light of the Trust's budget and ensure that appropriate funding is allocated for pay progression at all levels.

4. Main pay range for teachers

- 4.1 The main pay range within this Trust is from £22,917 - £33,824 per annum. Within this range this Trust has six reference points which are as follows:

Point	Annual FTE salary
1 (main pay range minimum)	£23,720
2	£25,594
3	£27,652
4	£29,780
5	£32,126
6	35,008
Maximum of Main Pay Range	£35,008

Pay progression for main pay range teachers

- 4.2 Eligible main pay range teachers will be automatically considered for progression and no application will be necessary. However annual pay progression within the range is not automatic and decisions regarding pay progression will be clearly attributable to the teacher's performance with reference to the appraisal process.

4.3 Teachers will progress by anything between 2 to 3 increments (Main Pay Range and Upper Pay Range) until they reach the top of their range if in the professional judgement of the Executive Principal they can demonstrate and the Board of Directors is satisfied that there is evidence of:

- (a) Consistently good teaching evidenced throughout the year
- (b) Pupil progress targets achieved
- (c) The Teachers' Standards are met in full

4.4 Additional progression may be considered for those teachers who in the professional judgement of the Executive Principal that they can demonstrate and the Board of Directors is satisfied that there is evidence of:

Performance level	Description	Increase
Outstanding	<ul style="list-style-type: none"> • All objectives exceeded • Meets Teachers' Standards • Consistently outstanding teaching • Pupil progress targets met or exceeded in full • Makes a valued contribution to a whole school initiative 	3 increments up to and not exceeding the maximum point
Good	<ul style="list-style-type: none"> • All objectives met • Meets Teachers' Standards • Consistently good teaching • Good pupil progress evidenced 	2 increments up to and not exceeding the maximum point
Requires improvement	Some concern about any or all of the following: <ul style="list-style-type: none"> • Achievement of objectives, • Teachers' Standards • Pupil progress 	No increase but support through appraisal and ongoing performance management to improve performance
Poor performance	Continued or significant concerns	Move to capability policy

5. Upper pay range for teachers

5.1 The upper pay range within this Trust is from £35,927 - £38,633 per annum. Within this range this Trust has three reference points which are as follows:

Point	Annual FTE salary
1(upper pay range minimum)	£36,646
2	£38,004
3	£39,406

Application to be paid on the upper pay range

5.2 Any qualified teacher who is on the top of the main scale may apply to be paid on the upper pay range and any such application must be assessed in line with this

policy. It is the responsibility of the teacher to decide whether or not they wish to apply to be paid on the upper pay range.

- 5.3 Applications may be made once a year by no later than 31st October.
- 5.4 Applications should contain evidence from the last 2 years, should be made in writing using the Trust standard form available from the central office and be submitted to the Executive Principal.
- 5.5 An application from a qualified teacher to progress on to the upper pay range will be successful where they can demonstrate that they meet not only the Teachers' Standards, but are highly competent in all elements of the standards and that their achievements and contribution are substantial and sustained. In this Trust this means that to achieve progression, the Board of Directors must be satisfied that the teacher meets this criteria and there is evidence from the past 2 of years of:
 - (a) Consistently outstanding teaching
 - (b) Evidence of coaching and supporting colleagues to achieve improved student outcomes
 - (c) Acting as a role model for Teaching & Learning
 - (d) A commitment to personal development and CPD focused on improving outcomes for students
 - (e) Highly competent in all areas of the Teachers' Standards
 - (f) The contribution at this level must be substantial and sustained.
- 5.6 The application will initially be assessed by the Executive Principal who will moderate all applications. The Executive Principal will then make recommendations to the Finance and Resource Committee who will make the final decision.
- 5.7 The assessment will usually be made by 31st November.
- 5.8 If successful, applicants will move on to the upper pay range from 1st September the next academic year.

Pay progression for teachers within the upper pay range

- 5.9 Once a teacher has moved on to the upper pay range, if eligible they will be automatically considered for further progression no more than once every two years and no application will be necessary. However annual pay progression within the range is not automatic and decisions regarding pay progression will be clearly attributable to the teacher's performance with reference to the appraisal process.
- 5.10 Upper pay range teachers will progress by one or two points, until they reach the top of the range, if they can demonstrate and the Board of Directors is satisfied that there is evidence from the required period of continuing to meet the criteria at 5.5.

6. Pay range for unqualified teachers

- 6.1 The unqualified teacher pay range within this Trust is from £16,626 - £26,295 per annum. Within this range this Trust has eleven reference points which are as follows:

Point	Annual FTE salary
1 (unqualified teacher pay range minimum)	£17,208
2	£19,210
3	£21,210
4	£23,212
5	£25,515
6	£27,216
unqualified teacher pay range maximum)	£27,216

Pay progression for unqualified teachers

- 6.2 Eligible unqualified teachers will be automatically considered for further progression and no application will be necessary. However annual pay progression within the range is not automatic and decisions regarding pay progression will be clearly attributable to the teacher's performance with reference to the appraisal process.
- 6.3 Judgements of performance will be made in relation to appraisal outcomes and meeting objectives. The minimum expectation to achieve pay progression is:
- (a) All objectives met
 - (b) Consistently good teaching evidenced throughout the year
 - (c) Pupil progress targets achieved for all groups
- 6.4 Additional progression will be considered for unqualified teachers who demonstrate:
- (a) All objectives exceeded
 - (b) Consistently outstanding teaching evidenced throughout the year
 - (c) Progress targets exceeded in the majority of groups or pupils

7. Pay ranges for leading practitioner posts

- 7.1 Leading practitioner posts have the primary purpose of modelling and leading improvement of teaching skills. Within this trust, they will take a leadership role in developing, implementing, and evaluating policies and practice in their workplace that contributes to school improvement. To be appointed to a leading practitioner role, the teacher must:
- (a) be an exemplar of teaching skills,
 - (b) lead the improvement of teaching skills in the Trust
 - (c) carry out the professional responsibilities of a teacher other than a head teacher, including those responsibilities delegated by the head teacher.
- 7.2 The pay range for these posts will be determined individually for each leading practitioner post, which may differ to reflect the different demands and challenges of that post. Each individual pay range will be determined within the overall minimum and maximum of the pay range set by STPCD.

Pay progression for leading practitioners

- 7.3 Eligible leading practitioners will be automatically considered for further progression and no application will be necessary. However annual pay progression within the range is not automatic and decisions regarding pay progression will be clearly attributable to the leading practitioner's performance with reference to the appraisal process.
- 7.4 Leading practitioners will progress by one point until they reach the top of their range, if they can demonstrate and the Governing Body is satisfied that they continue to effectively carry out the purpose of the role as set out at 7.1 and there is evidence of:
- (a) Consistently outstanding teaching
 - (b) Evidence of coaching and supporting colleagues to achieve improved student outcomes
 - (c) Acting as a role model for Teaching & Learning
 - (d) A commitment to personal development and CPD focused on improving outcomes for students
 - (e) Highly competent in all areas of the Teachers' Standards
- 7.5 Additional progression may be considered for leading practitioners where performance is judged to be exceptional taking in to account the criteria at 7.4 and where all objectives have been exceeded.

8. Pay ranges for members of the leadership group

- 8.1 Pay ranges for headteachers, head of schools, deputy headteachers and assistant headteachers will be determined in line with STPCD for new appointments, where

responsibilities significantly change or if this Trust chooses to review pay of leadership posts in line with STPCD. The pay range will take into account all permanent responsibilities of the role, any challenges that are specific to the role and all other relevant considerations including the skills and competencies required. Pay ranges will allow appropriate scope for performance related progression over time.

Headteachers

- 8.2 The school will be assigned to a headteacher group calculated using its total unit score, in accordance with STPCD.
- 8.3 A pay range (See appendix 2) will be determined for the headteacher which will not normally exceed the maximum of the headteacher group, unless the specific exceptional circumstances or candidate warrant it, up to an additional 25%.
- 8.4 Additional payments may be made to a headteacher for temporary responsibilities that are in addition to the duties taken in to account for the determination at 8.1-8.3. The total sum of any temporary payments will not normally exceed 25% of the headteacher's annual salary.
- 8.5 In addition, the total sum of annual salary combined with any temporary payments (where applicable) will not exceed the maximum of the headteacher group, calculated at 8.2, by more than 25%. Where this, or exceeding the limits set out at 8.3 and 8.4 are being considered by the Finance and Resource Committee, there must be wholly exceptional circumstances and that committee must make a business case to the Board of Directors who will seek external independent advice.

Head of Schools

- 7.6a The pay ranges for Heads of Schools is set on the number of pupils on role. If the school includes a Nursery these numbers will be included in the numbers of pupils on role but will be full time equivalent nursery places. These are as follows:
- Below 120 pupils - Pay Range L1 - L6
Above 250 pupils - Pay Range L6 -L13
- 7.6b Additional payments may be made to a head of school for temporary responsibilities that are in addition to the duties taken in to account for the determination at 8.1-8.3. The total sum of any temporary payments will not normally exceed 25% of the head of school's annual salary.
- 7.6c In addition, the total sum of annual salary combined with any temporary payments (where applicable) will not exceed the maximum of the head o school, calculated at 8.2, by more than 25%. Where this, or exceeding the limits set out at 8.3 and 8.4 are being considered by the Pay & Awards Committee of the Board of Directors, there must be wholly exceptional circumstances and that committee must make a business case to the full governing body who will seek external independent advice.

Deputy headteachers and assistant headteachers

- 8.6 A pay range will be determined for any deputy headteacher and assistant headteacher, considering how the role fits within the wider leadership structure of the School and the Trust. The pay range will not exceed the maximum of the Headteacher or Head of School group for the school and will not normally overlap with the pay range of the Headteacher or Head of School, except in exceptional circumstances.

Pay progression for members of the leadership group

- 8.7 Eligible members of the leadership group will be automatically considered for further progression and no application will be necessary. However annual pay progression within the range is not automatic and decisions regarding pay progression will be clearly attributable to the leadership group member’s performance with reference to the appraisal process.
- 8.8 Leadership group members will progress by one point until they reach the top of their range if they can demonstrate and the Board of Directors is satisfied that there is evidence of sustained high quality of performance in School leadership and management and pupil progress, clearly linked to school improvement priorities and outcomes. The group size for the school is set out in the Head of School Pay Ranges in Point 7.6a and for Headteachers in Appendix 2.
- 8.9 Additional progression (maximum 2 points) may be considered for members of the leadership group where performance is judged to be exceptional taking in to account the criteria at 4.4, this would be at whole school level and where all objectives have been exceeded.

9. Teaching and Learning Responsibility (TLR) payments

- 9.1 In this Trust we pay TLR1 or TLR2 to a classroom teacher for undertaking a sustained additional responsibility in the context of our staffing structure for the purpose of ensuring the continued delivery of high quality teaching and learning and for which the teacher is made accountable. The award is made whilst the teacher remains in the same post or occupies another post in the absence of a post-holder.
- 9.2 Current values are as follows in accordance with the staffing structure:

TLR1 £7,853 - £13,288 per annum

TLR2 £2,721 - £6,646 per annum

TLR3 £540 - £2,683 per annum

TLR1	£7,853
TLR1B	£
TLR1C	£

TLR1D	£
TLR2A	£2,721
TLR2B	£
TLR2C	£6,646

- 9.3 In addition we may award a fixed-term TLR3 to a classroom teacher for time-limited, clearly defined school improvement projects, or one-off externally driven responsibilities. The annual value of a TLR3 will be no less than £523 and no greater than £2,603. (see below)

TLR3A	£540
TLR3B	£
TLR3C	£2,683

10. Special Educational Needs (SEN) allowances

- 10.1 A SEN allowance will be paid to classroom teachers who meet the criteria set out in STPCD. Where a SEN allowance is to be paid, the spot value of between £2,149 and £4,242 will be determined based on the structure of the SEN provision, whether mandatory qualifications are required for the post, the qualifications or expertise of the teacher and the relative demands of the post.

11. Newly qualified teachers (NQTs)

- 11.1 In the case of NQTs pay decisions will be made by means of the statutory induction process.

12. Part time teachers

- 12.1 Teachers who work less than a standard working week are deemed to be part time. Their hours and working time obligations will be set out in their contracts of employment and in line with the provisions of STPCD. The pay of part time teachers will be determined in the same way as full time teachers and any increase in pay will be paid pro rata to full time equivalent salary rates.

13. Short notice/supply teachers

- 13.1 Teachers employed on a day-to-day or other short notice basis will be paid on a daily basis calculated on the assumption that a full working year consists of 195 days; periods of employment for less than a day being calculated pro-rata. They will be paid the agreed rate for the job and are not subject to the appraisal process.

14. Absence and pay progression

- 14.1 Employees who are absent long term (including but not limited to maternity leave and long term sick leave due to a disability) are still eligible to be considered for pay progression.
- 14.2 The Trust will take into account the criteria set out in this policy, but use the period of time prior to the employee commencing their period of absence. In most cases this will be the preceding year or two years for progression on to the upper pay range. If there is sufficient time for assessment in the current cycle, that period may also be considered.

15. Appeals

- 15.1 The steps of the pay appeals process perform the function of the grievance procedure on pay matters and so employees will not be able to raise the complaint under the Trust's grievance procedure following conclusion of a pay appeal.
- 15.2 Employees may be represented by a recognised trade union or colleague at any formal stage of this procedure. The employee is responsible for making these arrangements and for providing their representative with any paperwork they require for the hearing. The teacher should inform the Chair of the appeals panel who their chosen companion is, in good time before the hearing.

Informal discussion

- 15.3 As part of the normal salary review process, the Head Teacher/Head of School will inform the teacher of the pay decision. Upon receipt of written notification of the pay decision, if the teacher is dissatisfied they should first discuss the decision with the Head Teacher within 5 working days of receipt of the notification.
- 15.4 This discussion gives an opportunity for a teacher to discuss the decision on their pay, to gain an understanding of why the pay recommendation and decision were made and to resolve issues quickly and informally. If this does not resolve an issue, a teacher may follow the formal procedure set out below.

Stage One

- 15.5 If, following discussion with the Head teacher, the teacher remains dissatisfied, they can make a formal appeal in writing within 5 working days of the discussion with the Head teacher to the committee who made the decision. The possible grounds for appeal are:
- (a) incorrectly applied any provision of the STPCD;
 - (b) failed to have proper regard for statutory guidance;

- (c) failed to take proper account of relevant evidence;
 - (d) took account of irrelevant or inaccurate evidence;
 - (e) was biased; or
 - (f) unlawfully discriminated against the teacher.
- 15.6 Appeals against pay decisions should be made in writing and addressed to the Chair of the Finance and Resource Committee of the Board stating the grounds of their appeal in accordance with 14.5 above.
- 15.7 The panel who made the decision (or a representative from) will convene a meeting to consider the appeal as soon as is practically possible. The employee will be invited in writing, giving a minimum of 5 days' notice and copies of any relevant documents to be considered at the meeting will be enclosed.
- 15.8 The teacher will have the opportunity to make representations to the Finance and Resource Committee panel or their representative and a school representative will also attend to present the management case. A note taker will also be present.
- 15.9 The panel or their representative will review their decision and will confirm the outcome in writing to the teacher within 5 days.

Stage Two

- 15.10 If a teacher wishes to appeal against the decision made at Stage One, they may do within 5 working days of the written decision on the grounds that the committee who made the decision:
- (a) incorrectly applied any provision of the STPCD;
 - (b) failed to have proper regard for statutory guidance;
 - (c) failed to take proper account of relevant evidence;
 - (d) took account of irrelevant or inaccurate evidence;
 - (e) was biased; or
 - (f) unlawfully discriminated against the teacher.
- 15.11 Appeals against the decision at Stage One should be made in writing and addressed to the Clerk to Board of Directors stating the grounds of their appeal in accordance with 14.10 above.
- 15.12 Upon receipt an appeals panel of three different Directors who have not been involved in the original decision will convene a meeting to consider the appeal as soon as is practicably possible. The employee will be invited in writing, giving a minimum of five days' notice and copies of any relevant documents to be considered at the hearing will be enclosed.
- 15.13 The teacher will have the opportunity to make representations to the appeals panel and a representative of the original decision making panel will also attend. A note taker will also be present.
- 15.14 The decision of the panel will be confirmed in writing to the teacher within 5 days. The appeal panel's decision is final; there is no further right of appeal.

SECTION C - DETERMINING SUPPORT STAFF PAY

1. Pay reviews

- 1.1 The Board of Directors will ensure that each member of support staff's salary is reviewed annually with effect from 1st April if eligible.

2. Salary scales

- 2.1 The salary scales used will be in accordance with the Green Book and in line with the Pay Scales documented in, Appendix 3.

3. Job descriptions

- 3.1 The Executive Principal in conjunction with the line manager of the role will ensure that an up to date job description is available for each post which identifies the appropriate duties.
- 3.2 The job description will be reviewed as appropriate or when duties or responsibilities have changed and it will be amended to reflect the current role; although it should be recognised that job descriptions are not intended to list all tasks. An employee may request changes to their job description if they feel their duties or responsibilities have changed significantly. If appropriate, consideration may be given to whether the grade for the post should be re-determined and if it is, the post holder will be paid the new grade from a date determined by the Executive Principal. If the assessment results in a lower grade, the employee may be entitled to salary protection in accordance with their terms and conditions of employment.

4. Basic pay determination on appointment

- 4.1 The Trust will determine the grade for a vacancy prior to advertising it which will be identified on the job description. On appointment the Executive Principal will determine the appropriate point within the grade to be offered to the successful candidate (which will usually be the bottom point of the grade). However in making such determinations, this may take in to account a range of factors, including:
 - (a) the nature of the post
 - (b) the level of qualifications, skills and experience required
 - (c) market conditions
 - (d) the wider [School/Academy/Trust] context and strategic priorities

If the increase in salary point is over £1K from the bottom of the range this will be taken to the Finance and Resource Committee for approval.

5. Incremental progression

- 5.1 If the employee has more than 6 months' service in their role at 1 April, they are eligible for an increment subject to satisfactory service. This will be paid annually with effect from 1 April until the employee reaches the top of their scale.
- 5.2 If the employee has less than 6 months' service in their role at 1 April, the first increment will not be paid until six months after their appointment subject to satisfactory service. Subsequent increments will be payable on 1 April in line with paragraph 5.1 of this policy.
- 5.3 Incremental progression is subject to satisfactory service and as such may be withheld where there are concerns about an employee's performance, such as achievement of objectives under the school's appraisal policy or wider performance concerns during the appraisal year. Where concerns arise, these will be discussed with the employee and a support plan put in place. In cases where incremental progression is withheld, the employee will receive confirmation of this in writing including the reasons and informing them of their right of appeal. Pay progression may be refused without recourse to the capability procedure.

6. Honoraria

- 6.1 An honorarium may be paid on a temporary basis where an employee is offered and agrees to:
- (a) undertake higher level work in addition to their normal duties
 - (b) 'act up' for at least four weeks in to a higher graded post which has become temporarily vacant, for example, due to sick leave
- 6.2 The Executive Principal will determine the amount of this payment. Where the employee is undertaking higher level work not equivalent to a higher graded post, a fixed sum will be agreed. Where the employee is acting up and if carrying out the full responsibilities of the role, the payment will usually be the difference between the minimum point of the higher graded role and their current salary.
- 6.3 The employee will return to their substantive post and salary when they are no longer required to undertake the higher level work or 'act up'.
- 6.4 This should usually only be a temporary solution and the Head and Executive Principal should consider whether it may be more appropriate to advertise the post or duties on a fixed term basis.
- 6.5 Mileage - This will be paid to employees via a claims form. Mileage will be paid for miles driven over an individual's normal commuting mileage. The current mileage rate paid is 40p per mile.

7.

8. Appeals

- 8.1 A member of support staff has the right to appeal against a decision that affects their pay. The principles of the appeals process for teachers apply (set out in Section B, paragraph 16) however the Green Book replaces STPCD at 16.5(a) and 16.10(a).

Appendix 1 & 2 - Leadership Scales ad Pay Ranges

Group sizes and leadership pay ranges

Spine point	September 2017 £pa	Gp1	Gp2	Gp3	Gp4	Gp5	Gp6	GP7	Gp8
L1	39,965								
L2	40,966								
L3	41,989								
L4	43,034								
L5	44,106								
L6	45,213								
L7	46,430								
L8	47,501								
L9	48,687								
L10	49,937								
L11	51,234								
L12	52,414								
L13	53,724								
L14	55,064								
L15	56,434								
L16	57,934								
L17	59,265								
L18	60,755								
L19	62,262								
L20	63,806								
L21	65,384								
L22	67,008								
L23	68,667								
L24	70,370								
L25	72,119								
L26	73,903								
L27	75,735								
L28	77,613								
L29	79,535								
L30	81,515								
L31	83,528								
L32	85,605								
L33	87,732								
L34	89,900								
L35	92,135								
L36	94,416								
L37	96,763								
L38	99,158								
L39	101,574								
L40	104,109								

L41	106,709								
L42	109,383								
L43	111,007								

Annual pay ranges for headteacher 2018

	England and Wales (excluding the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
Group 1	45,213 - 60,153	52,771 - 67,638	48,383 - 63,297	46,318 - 61,247
Group 2	47,501 - 64,736	55,061 - 72,221	50,673 - 67,880	48,603 - 65,837
Group 3	51,234 - 69,673	58,787 - 77,158	54,401 - 72,813	52,335 - 70,771
Group 4	55,064 - 74,985	62,621 - 82,463	58,231 - 78,123	56,169 - 76,077
Group 5	60,755 - 82,701	68,315 - 90,186	63,930 - 85,845	61,860 - 83,799
Group 6	65,384 - 91,223	72,943 - 98,706	68,559 - 94,362	66,496 - 92,320
Group 7	70,370 - 100,568	77,930 - 108,048	73,541 - 103,706	71,480 - 101,659
Group 8	77,613 - 111,007	85,169 - 118,490	80,785 - 114,147	78,715 - 112,105

