



"Let your light shine"

**Frieth C.E.C. School
Pay Policy**

Member of staff responsible: Headteacher

Governing body committee responsible: FGB

Reviewed: Annually

Headteacher's signature: Martin Gosling

Chair of Governor's signature: Jill Dean

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Appendix 1 – Schools Support pay ranges from April 2025 **Error! Bookmark not defined.**

Appendix 2 – Teacher and Leadership pay ranges from September 2025 **Error! Bookmark not defined.**

Appendix 3 – Schools Staffing Structure..... **Error! Bookmark not defined.**

1. Introduction

(i) This document sets out the school's policy on pay. It is based on Buckinghamshire Council's Model Pay Policy which was written in consultation with the relevant Teachers' Professional Associations and UNISON. This policy sets out the procedures that apply in setting pay levels for staff in schools and the discretions that the Governing Body must apply. This policy is underpinned by the following core criteria and this school will:

- comply with legislation as set out in the Schoolteachers' Pay and Conditions Document (STPCD), the Conditions of Service for Schoolteachers in England and Wales (the Burgundy Book) and Bucks Pay employment conditions. Where any differences of interpretation arise between this policy and the above, the relevant statute will apply.
- abide by all other relevant legislation including (but not limited to) compliance with the following legislation: The Employment Rights Act 1996, Employment Relations Act 1999, the Trade Union and Labour Relations (Consolidation) Act 1992 the Equality Act 2010, the National Minimum Wage Act 1998 the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 Transfer of Undertakings (Protection of Employment) Regulations 2006
- and the Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002¹ and in particular not to discriminate in the application of this policy on the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, maternity and pregnancy, race, religion or belief, sex, sexual orientation or other grounds protected in law (e.g. part-time worker status, trade union membership or HIV positive status).
- have a staffing structure related to the school's stated aims and development plan.
- demonstrate that the Governing Body is implementing its pay policy in a fair, consistent and responsible way.

(ii) A copy of the school policy and toolkit can be found in the school office (and the model policy is available on the HR zone of Buckinghamshire Council's SchoolsWeb).

2. Scope

(i) This policy applies to all teaching and support staff employed in Frieth CEC School.

3. Roles and Responsibilities

(i) The Governing Body will:

- ensure that all employees and Governors are given clear access to copies of the pay policy including the toolkit, appendices, the Staffing Structure and any updates.
- ensure that its processes are open, transparent and fair. It will ensure that all decisions taken in respect of pay are objectively justified.
- review the staffing structure as necessary based on recommendations from the Headteacher and, where changes are proposed, take into account comments from staff following a consultation process.
- seek to ensure there is pay relativity between jobs within the school.
- delegate authority to its appropriate committees to administer the pay policy on its behalf and to deal with appeals against pay decisions.

- agree the school budget and ensure that appropriate funding is allocated for pay progression at all levels.
- (ii) The PRP Committee will:
- review job descriptions regularly and will reconsider the grade if responsibility or accountability is increased.
 - consider recommendations from the Headteacher on matters relating to pay and grading.
 - treat information about individual members of staff (including earnings) as confidential.
 - exercise its responsibilities within the constraints of the school's locally managed budget and in accordance with the school's financial and improvement plans.
 - consult with employees and appropriate recognised trade unions when drawing up the pay policy and during each annual review of the policy.
- (iii) The Headteacher will:
- provide job descriptions for all employees, on behalf of the Governing Body. Job descriptions need to be in place at the time of appointment and will be reviewed as part of the appraisal/performance management process; any changes will be made in consultation with the post holder.
- (iv) The Employee will:
- participate in arrangements made for their appraisal/performance management, as set out in their conditions of employment. Where appropriate, relevant information from appraisal/performance review statements may be taken into account by the Headteacher and the Governing Body (or relevant committee) in taking decisions relating to pay.

4. Principles

(i) The Governing Body seeks to provide equal opportunities for all staff, in accordance with equal opportunities, equal pay legislation and the School's Code of Conduct.

(ii) The Governing Body will promote equality in all aspects of school life, including in the advertising of posts, appointing, promoting and paying employees, training, and employee development.

(iii) The Governing Body of Frieth CEC School school seeks to ensure that all staff are valued and receive proper recognition and remuneration for their work and their contribution to school life.

(iii) The Governing Body has responsibility for establishing the school's pay policy and for ensuring that it is followed, having taken advice from the Headteacher on all matters with the exception of their own salary. It considers and approves the staffing structure for the school.

(iv) The Governing Body delegates authority to the PRP Committee to administer the pay policy on its behalf, including the determination of gradings, salaries and pay progression. The Committee will also hear appeals in respect of any decision taken in relation to an individual's pay.

(v) The PRP Committee will review job descriptions regularly and will reconsider the grade if responsibility or accountability is changed. The Committee will consider

recommendations from the Headteacher. Committee members are required to treat information about each individual's earnings as confidential. These responsibilities are exercised within the constraints of the schools locally managed budget and in accordance with schools financial and development plans.

5. Pay Discretions

(i) The Governing Body has discretion over the structure of pay scales, salaries on appointment to posts, and awarding of allowances. The Governing Body will decide how to apply these discretions fairly and equitably with the advice of the Headteacher. The criteria will be set out in this policy and all decisions are taken in the context of the School's Development Plan.

6. Consultation

(i) The PRP Committee will consult with members of staff and appropriate recognised trade unions when drawing up the pay policy and during each annual review of the pay policy. The Governing Body will also consult with the Council and/or advisers, and relevant professional associations where appropriate.

7. Vacant posts

(i) Information about vacancies including those carrying additional payments or allowances (whether permanent, temporary or acting) will be made known to employees in time for them to apply for posts for which their training and experience are appropriate.

8. Staffing Structure

(i) The Governing Body will keep the school staffing structure under review and ensure that a copy is kept with this policy (attached at Appendix 3). If any changes are proposed (including to posts attracting Teaching and Learning Responsibility payments) there will be full consultation with staff and the relevant recognised trade unions or professional associations - usually for a maximum of five weeks - prior to implementing any changes. Where any posts could be deleted, the Governing Body may need to apply their Redundancy Policy.

9. Job Descriptions/Role Profiles, Job Summaries and Contracts of Employment

(i) The Headteacher will provide job descriptions for all employees, on behalf of the Governing Body. Job descriptions/role profiles and job summaries need to be in place, and the contract of employment issued, at the time of appointment and job descriptions should be reviewed as part of the appraisal process to check that they are still appropriate. Any changes will be made in consultation with employees. Job summaries will identify key areas of responsibility and line management structures. Written statements of the terms and conditions of employment will be provided.

10. Appraisal/Performance Management

(i) All school employees are required to participate in arrangements made for their appraisal, in accordance with their conditions of employment. Reference will be made, in the case of teachers, to the School's Appraisal Policy and the relevant legislation.

(ii) Relevant information from appraisal/performance review statements will be taken into account by the Headteacher and the Governing Body in taking decisions and in advising those responsible for taking decisions on the use of any discretion in relation to pay.

11. Pay relativity

(i) The Governing Body will seek to ensure that there is pay relativity between jobs at the school. Appropriate differentials will be created and reviewed between posts within the school, recognising accountability and job weight and the Governing Body's need to recruit, retain and motivate sufficient employees of the required quality at all levels.

12. Records

(i) Salary records will be confidential to the individual concerned, the Headteacher and the PRP Committee, and handled in accordance with Data Protection legislation and best practice in place at the school

13. Monitoring the impact of the policy

(i) The Governing Body will monitor the outcomes and impact of this policy on a regular basis including trends in progression across specific groups of teachers to assess its effect and the school's continued compliance with equalities legislation.

Support Employees

14. General

(i) The Governing Body will comply with all local agreements on employees' Conditions of Service i.e. Bucks Pay,

(ii) The PRP Committee will determine the range and grade of each post based on the requirements of the role profile and job summary. Where appropriate, these will be compiled following a formal job evaluation process undertaken by the Human Resources service.

(iii) The PRP Committee will place all new appointees on a Bucks Pay Range.

15. Designated First Aiders

(i) The Governing Body has determined to pay designated First Aid at Work trained employees a retainer (of £0 per annum) while they are available, qualified and willing to render first aid to employees.

16. Bucks Pay (Schools)

(i) The PRP Committee will determine the starting salary within the range and will base this decision on the following criteria:

- level of experience.
- qualifications.
- added value to the school.
- level of training required to fulfil the needs of the post.
- present salary.
- protection in cases of re-deployment.
- date next increment due.
- formal evaluation.

(ii) Annual increments are paid on 1 April each year subject to satisfactory performance. This will be managed through the appraisal process.

(iii) Employees new to the Council and existing Council employees who have been promoted or re-graded and who have not been in post or paid their new salary for six months at 1 April (i.e. those appointed between 1 October and 31 March) will receive their first increment six months after appointment, subject to satisfactory job performance. All subsequent increments will be paid on 1 April each year.

(iv) The Governing Body may award merit or accelerated increments within the range at any time. Criteria for such decisions will be:

- successful completion of job-related examination/qualifications.
- achievement exceeding normal job requirements but at an equivalent level of responsibility.
- completion of key tasks to a degree which exceeds line manager's recorded expectations.

17. Payments for additional duties

(i) Where an employee is required by the Governing Body to undertake the full duties and responsibilities of a higher graded post for a continuous period of at least four weeks, they will be entitled to receive the appropriate salary for the post temporarily occupied. The salary paid will be at the bottom of the appropriate salary range, unless this is below the employee's existing incremental step, when the payment made will be equivalent to an increase of at least one increment. Once the qualifying period of four weeks has been completed, payment at the higher rate will be backdated to the first day the duties were undertaken and cease when they revert to their substantive post.

18. Honoraria

(i) The Governing Body will pay an honorarium where, for an extended period, an employee is asked to undertake:

- a significant part of the duties of a higher graded post.

- duties outside of the scope of his/her post which are particularly onerous.
- undertaking a specialist project at an equivalent level of responsibility to the post holder's current job description.

19. Handling salary queries

(i) If an employee has a query about their salary, they should in the first place seek to resolve the matter informally with the Headteacher (or in the case of the Headteacher with the Chair of Governors). If the matter remains unresolved the pay appeals process or grievance procedure may be followed as appropriate.

Teachers

20. General

(i) The Governing Body will follow the requirements of the current School Teachers' Pay and Conditions Document in implementing the pay policy for teaching staff.

(ii) A copy of the document is available in school and is also on-line from the DFE website:

<https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>

(iii) The discretions allowed by this will be applied according to identified school needs and based on clearly laid down criteria, subject to annual review.

21. Staffing structure

(i) A copy of the school staffing structure for teaching staff is set out in Appendix 3 to the pay policy. The structure sets out the posts and their values within the school and has been agreed by the Governing Body following consultation with teachers, relevant recognised trade unions and teachers' professional associations. Changes to the structure will only be made with the approval of the Governing Body and by further consultation.

22. Appraisal

(i) The Governing Body will ensure that a review against appraisal objectives is undertaken annually in accordance with the School's Appraisal Policy for teaching staff.

23. Part-time teaching staff

(i) The PRP Committee will calculate part-time teaching hours in accordance with the provisions based on timetabled teaching time. This pro-rata principle means taking the number of hours that the teacher is employed in that capacity during the course of the school's timetabled teaching week as a proportion of the total number of hours in the school's timetabled teaching week.¹

¹ School Teachers' Pay and Conditions Document 2025 para 40 and 41

(ii) Except for TLRs, the salary and any allowances of a part-time teacher will be determined in accordance with the above pro rata principle.

(iii) For TLRs, from 1 September 2025, the payment will be determined in accordance with the principles set out in paragraphs 36 (iii to vi)./ based on the proportion of the TLR responsibility the teacher is undertaking (Delete as appropriate).

(iv) The appropriate level of allowance payment and duties should be agreed between the individual teacher and the employer.

(v) The pro-rata principle does not apply to any TLR3 award.

24. Pay Reviews

(i) The Governing Body will apply any national or locally agreed pay awards and, for teachers, will apply the pay award as set out in the school teachers pay and conditions document to all pay and allowance ranges.²

(ii) The Governing Body will ensure that every teacher's salary is reviewed with effect from 1 September each year. A written statement will be provided setting out the teacher's salary and any other financial benefits to which they may be entitled within one month of the pay decision.

A revised statement will be issued at other times of year to reflect any changes to circumstances or the job description.

Where a pay decision leads or may lead to the start of a period of safeguarding, the Governing Body will give the notification as soon as possible and no later than one month after the date of the determination.

(iii). All pay decisions (other than explicit changes specified in the Schools Teachers' Pay and Conditions Document) are at the discretion of the Governing Body.

(iv) **[Effective from 1.9.25** the Governing Body will apply salaries based on the following:

September 2025 pay award

In line with the recommendations in the STRB's 35th Report, from 1 September 2025 a 4% increase will be applied to all pay and allowance ranges and advisory points. All pay uplifts will be back dated to 1 September 2025

Salary ranges applicable from 1.9.25 are detailed in Appendix 2.

All other salary decisions will be made following the outcome of appraisal reviews and formal decisions of the PRP Committee.

25. Pay Appeals – teaching staff

² Refer to Toolkit

(i) A teacher may seek a review of any determination in relation to their pay, or any other decision taken by the Governing Body (or committee or individual acting with delegated authority) that affects their pay.

An appeal may be lodged on the grounds that the decision:

- incorrectly applied any provision of the document.
- failed to have proper regard for statutory guidance.
- failed to take account of relevant evidence.
- took account of irrelevant or inaccurate evidence.
- was biased.
- otherwise unlawfully discriminated against the teacher.

This list is not exhaustive.

(ii) The appeal process has 3 stages:

Stage 1: Informal discussion with the appraiser or Headteacher.

Stage 2: Formal representation to the person or Governor's Committee making the pay determination.

Stage 3: Formal appeal hearing to an Appeals Panel of Governors.

(iii) The decision at Stage 3 will be final. Refer to the Toolkit for the detailed process.

The appeal timeline will be reasonable and in line with other appeals processes.

Salary entitlements

26. Leadership Group

(i) The Governing Body will determine those posts that have substantial strategic responsibilities for school leadership. These comprise the Leadership Group and include

- the Headteacher.
- the Deputy Headteacher(s).
- the Assistant Headteacher(s).

(ii) The PRP Committee will establish, and recommend to the whole Governing Body for approval, the school group size and appropriate pay ranges for members of the Leadership Group in accordance with the provisions of the document. The school group size will be recalculated:

- whenever a new Headteacher is to be appointed.
- if it becomes necessary to change the Headteacher group (including where the Headteacher becomes responsible and accountable for more than one school in a federation on a permanent basis).
- if there has been a significant change to the responsibilities of the post.
- At least every three years.

(iii) After setting the school group size, appropriate pay ranges will be established for each member of the Leadership Group. These individual ranges will be reviewed on a regular basis, but not more than once per year.

(iv) The Governing Body will ensure that a review against performance objectives is undertaken annually in accordance with the school's appraisal policy. Members of the Leadership Group must demonstrate sustained high quality of performance, with particular regard to leadership and management, and pupil progress at the school.

(v) [The leadership pay range that the Governing Body will apply is set out in Appendix 2].

27. Headteacher

(i) The PRP Committee will set a seven point pay range from within the range of points for the school group. In doing so the PRP Committee will take into account the following:

- the complexity and challenge of the role.
- difficulty in recruiting to the post.
- permanent additional responsibilities.
- long term provision to other schools.

(ii) The pay range will form the basis for the future pay progression of the Headteacher. The ...Committee will ensure that appropriate objectives are set and that the level of progression is clearly established and measured. The pay range will be reviewed on a regular basis to take account of any change to the size and circumstances of the school. The PRP Committee will formally record the school's group size and the Headteacher's pay range and note the rationale for their decisions.

(iii) The Governing Body will consider setting a pay range with a limit of 25% above the top of the assessed Headteacher group range where the Committee consider the permanent responsibilities and level of challenge go beyond the assessed pay range. The reasons for doing so will be formally noted.

(iv) The Governing Body may determine that additional payments can be made to the Headteacher which exceed the limit of 25%. However, this would only be in wholly exceptional circumstances and external independent advice will be sought before any such arrangement is made. A business case will be agreed by the Governing Body setting out the rationale for the decision.

28. Deputy/Assistant Headteachers []

(i) The PRP Committee will set a pay range of four consecutive points for each Deputy and Assistant Headteacher, taking account of the complexity and challenge of their roles.

(ii) The PRP Committee will carefully consider pay differentials between members of the Leadership Group to ensure fairness and equity. Decisions on pay ranges for Deputy and Assistant Headteachers will be formally noted together with the rationale for the decision.

29. Acting up allowances

(i) The Governing Body will consider awarding an acting up allowance to a teacher who for a minimum period of four weeks, carries out the duties of a member of the Leadership Group. Such an allowance would be assessed as though the teacher were being appointed to the substantive post. Payment will be backdated to the commencement of the duties.

Teaching staff not paid on the leadership pay spine

30. Salary ranges

(i) The Governing Body will pay teaching staff on the following pay ranges:

- the main pay range.
- the upper pay range.
- [the leading practitioner pay range].
- the unqualified teacher range.

31. Leading practitioners

(i) The Governing Body [will/will not] appoint qualified teachers whose primary purpose will include modelling and leading improvement of teaching skills. The Governing Body recognise that these criteria are entirely separate to the criteria for award of Teaching and Learning Responsibility allowances.

(ii) Leading Practitioner posts will be advertised across the whole school and applications invited from internal applicants in the first instance. Each post will be appointed to an individual pay range of five consecutive points within the Leading Practitioner pay range. The starting salary on the individual pay range will be based on the requirements of the post which might include:

- coaching, mentoring and induction of teachers, including trainees and Early Career Teachers (ECTs).
- disseminating materials and advising on practice, research and continuing professional development provision.
- assessment and impact evaluation, including through demonstration lessons and classroom observation.
- providing help to teachers who are experiencing difficulties.
- outreach work at other schools.

(iii) The Leading Practitioner pay range is set out in appendix 2.

(iv) Any progression within the pay range will be based on recommendations made following an appraisal/performance management review in accordance with the School's Appraisal Policy.

32. Qualified teachers

(i) All qualified teachers, other than those appointed as leading practitioners, will be paid a salary which is within the minimum and maximum of the main pay range or upper pay range. The advisory pay points in Appendix 2 for the main and upper pay ranges are set to help support decisions about pay. (for post-threshold teachers).

(ii) Teachers will be placed on the appropriate pay range in accordance with the provisions set out in the document. New appointees will be placed on the main or upper pay range having regard to:

- the requirements of the post.
- any specialised knowledge required for the post.
- the experience required to undertake the duties of the post.
- the wider school context (including the school staffing structure).

(iii) Whilst there is no presumption of portability of salaries in the School Teachers' Pay and Conditions document, the PRP Committee will take full account of the relevant previous experience of any newly appointed teacher.³

33. Unqualified teachers

(i) The Governing Body will only employ an unqualified teacher who can meet one of the following criteria:

- A trainee working towards Qualified Teacher Status.
- An overseas trained teacher who has not exceeded the four years allowed without having Qualified Teacher Status.
- An instructor with a particular skill who will be used only for so long as a qualified teacher is not available.

(ii) Any such teacher will be employed on a fixed term contract, subject to termly or annual review and will be paid on the Unqualified Teacher Range.

(iii) Unqualified teachers (including Overseas Trained, teachers trained and qualified in the EEA, Graduate and Registered Teachers) will be paid within the minimum and maximum of the Unqualified Teacher scale until Qualified Teacher Status is granted/confirmed. Please refer to appendix 2.

Salary progression

34. Annual pay review

Teaching staff (Main Pay Range, Upper Pay Range, Leading Practitioner Pay Range, Unqualified Teacher Pay Range)

(i) In this school all teachers can expect to receive regular, constructive feedback on their performance and development and are subject to annual appraisal that recognises their strengths, informs plans for their future development, and helps to enhance their professional practice.

(ii) The arrangements for teacher appraisal are set out in the school's appraisal policy.

(iii) The criteria this school will use when making decisions on pay progression are:

Following an individual teacher's annual appraisal and, subject to the provisions of the published pay policy, pay progression within the minimum and maximum of their pay range will apply unless the teacher is subject to the formal capability procedure, in which case pay progression may / will be withheld.

(iv) In the case of early career teachers (ECTs) the PRP Committee will 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 PRP Committee will also ensure that ECTs are not negatively affected by the extension of the induction period from one to

³ Refer to Toolkit.

two years. This change does not prevent a school from awarding pay progression to ECTs at the end of the first year.

35. Movement to Upper Pay Range

(i) The Committee will consider applications from any teacher who wishes to apply to move to the upper pay range. [Applications may be made once per academic year and no later than 31 October].

(ii) The Governing Body will need to be satisfied that the application supports the following:

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

(iii) In considering the application to support the above the PRP Committee will take account of the two most recent performance management /appraisal reviews, plus any additional evidence the teacher wishes to provide.

(iv) The process for making an application is as follows:

- apply in writing to the Headteacher (enclosing supporting evidence)
- the application will be acknowledged, and the name of the assessor will be notified within 5 working days.
- the application will be assessed, and if successful, a recommendation will be made by the Headteacher to the Pay Committee for pay to be increased.
- the Governing Body's Pay Committee will ratify the recommendation and notify the teacher of the outcome in writing, no later than one month following the decision.

(v) Where the application has been successful, pay movement to [the minimum point of] the Upper pay range will take effect from the start of the academic year in which the application has been made and pay will be back dated to 1st September.

(vi) If the application is unsuccessful the PRP Committee will ask the Headteacher to provide feedback and the teacher will be informed of their right to appeal the decision. This decision will be confirmed in writing to the employee by the Headteacher. The pay appeal process in section 25 will apply.

Allowances and additional payments for teaching staff (Main pay range and Upper pay range)

36. Teaching and Learning Responsibility payments (TLRs)

(i) The PRP Committee has designated posts within the school's staffing structure as attracting a TLR payment for undertaking a sustained additional responsibility for the purpose of ensuring the continued delivery of high-quality teaching and learning across the school. While a teacher occupies that post either on a permanent or temporary basis (for example covering maternity or long-term sick leave), and performs the full duties of that post, the TLR will be payable. Unqualified teachers are not eligible to be awarded TLRs.

(ii) TLR posts must:

- be focused on teaching and learning.
- require the exercise of a teacher's professional skills and judgement.
- require the teacher to lead, manage, and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum.
- have an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils.
- involve leading, developing and enhancing the teaching practice of other staff.

(ii) Minimum and maximum rates for each TLR are set out in Appendix 2.

(iii) The definitions of TLRs to be awarded in this school are as set out below:

TLR 1: In addition to the above criteria, there is also line management responsibility for a significant number of people.

TLR 2: For sustained additional responsibilities not requiring the significant line management of a TLR1 post.

TLR 3:

(i) The Governing Body may consider awarding a fixed term payment (TLR 3) to a teacher who is allocated a time limited school improvement project or for one-off externally driven responsibilities.

(ii) The level of the TLR 3 payment will be based on the size, complexity and significance of the project but will not be less than the minimum and maximum rates set out in Appendix 2. In deciding the level of allowance payable, the Governing Body will take account of the job weight of the post and apply objective criteria to ensure fairness and equity. The allowance will not be paid on a pro rata basis and cannot be subject to safeguarding at the end of the time limited period.

(iii) From 1st September 2025, the Governing Body will determine the value of any existing or new TLR1 and TLR2 payment based the pro rata principle / the proportion of the TLR responsibility the teacher is undertaking i.e. the proportion of the full-time equivalent duty. (Delete as appropriate)

(iv) The appropriate level of allowance payment and duties should be agreed between the individual teacher and the Governing Body.

(v) The Governing Body will act fairly and appropriately when determining the value of a TLR1 or TLR2 payment.

(vi) The pro-rata principle does not apply to any TLR3 award.

(vi) A teacher in receipt of either a TLR 1 or TLR 2 may also hold a TLR 3 at the same time.

(vii) The criteria for the award, level and duration of any TLR3 payment will be set out in any job description or project documentation.

37. Special Educational Needs allowance

(i) Minimum and maximum rates are shown in Appendix 2.

(ii) The PRP Committee will award an allowance which will be paid to a classroom teacher in accordance with the provisions below:

An allowance will be awarded to classroom teachers who are:

- employed in an SEN post that requires a mandatory SEN qualification.
- working in special schools; or
- engaged wholly or mainly in taking charge of special classes of children or who teach pupils with SEN in designated special classes. Or where he/she is taking charge of special classes consisting wholly or mainly of children with SEN.
- Working in a non-designated setting where the post involves working directly with children with SEN, requires the teacher's professional skills and judgement in the teaching of children with SEN and has a greater level of involvement in the teaching of children with SEN than the normal requirement for teachers in this school.

(iii) Where a SEN allowance is to be paid, the Committee will determine the spot value of the allowance, taking into account the structure of the school's SEN provision and the following factors:

- whether any mandatory qualifications are required for the post.
- the qualifications or expertise of the teacher relevant to the post, and
- the relative demands of the post.

38. Salary Safeguarding

(i) The PRP Committee will ensure that safeguarding provisions set out in the School Teachers Pay and Conditions document and, for support employees, the Bucks Pay Employment Conditions will apply in all relevant cases.

Additional Payments

THE PAYMENT OF HONORARIA TO TEACHING STAFF IS NOT PERMITTED UNDER THE TERMS OF THE TEACHERS' PAY AND CONDITIONS DOCUMENT.

39. Residential Allowances

(i) Teachers (including members of the Leadership Group) working in residential special schools will be paid for residential duties in accordance with the national agreement reached by the Joint Negotiating Committee for Teachers in Residential Establishments.

40. Recruitment and retention incentives and benefits

(i) These can be awarded to any member of the teaching staff (excluding the Headteacher, deputy or assistant headteachers).

(ii) The Governing Body will pay a benefit to teachers who are newly recruited and to teachers who have specific skills and experience that the school need to retain.

(iii) A recruitment and retention incentive or benefit can be paid as an additional allowance to the monthly salary. This will be subject to regular [annual] review. Staff will be informed of the level of allowance, the reason for the award, and the date the allowance will be reviewed or ended.

41. Salary Sacrifice arrangements

(i) The PRP Committee will provide for staff to participate in these arrangements where the School/ Council operate any of the following schemes (for appropriate groups of staff).

- a childcare voucher or other childcare benefit scheme.
- a cycle or cyclist's safety equipment scheme.

42. Initial teacher training activities

(i) Any payment for activities related to the provision of initial teacher training as part of the ordinary conduct of the school shall be determined by the PRP Committee taking into account the level of funding available to the school by virtue of its partnership with a higher education institution.

43. Out of school hours learning activity

(i) The PRP Committee will pay a teacher who participates in out-of-schools hours learning activities provided:

- the teacher has been asked by the Headteacher to participate in such activity and has agreed to do so.
- the teacher has made a substantial and, where appropriate, regular commitment to such activity.
- such activity has taken place outside of the 1265 directed hours of working.
- the activity requires the exercise of the teacher's professional skills and judgement.
- the basis on which such a payment is made by the school to the teacher is reviewed on a regular basis.

A separate contract of employment will be issued for this work. Payment will be based on 1/195 of the teacher's salary, by completion of a supply claim form.

44. Payment for continuing professional development

(i) The PRP Committee has determined to use its discretion to award an additional payment for undertaking voluntary Continuing Professional Development at weekends or in school holidays, based on a daily rate of 1/195 of the teacher's current salary provided:

- the teacher has been asked by the Headteacher to participate in such activity and has agreed to do so.
- the teacher has made a substantial and, where appropriate, regular commitment to such activity.
- the activity has taken place outside the 1265 directed hours of working.
- the basis on which the payment is made is reviewed on a regular basis.
- a separate contract of employment will be issued for this work.

45. Short notice/supply teachers

(i) Teachers employed on a day to day or other short notice basis must be paid in accordance with the provisions of **the document** on a daily basis calculated on the assumption that a full working year consists of 195 days. Periods of less than a day will be calculated pro-rata, to arrive at an hourly rate taking into account an element for Planning, Preparation and Assessment (PPA) time.

46. Payment for provision of services to one or more additional schools

(i) The Governing Body will make payments to a teacher other than a headteacher, in respect of the provision of services relating to the raising of educational standards to one or more additional schools.

Review

This pay policy was agreed by the Governing Body on 2nd March 2026. It will be reviewed annually thereafter on consultation with staff and the relevant recognised trade unions / professional associations, to take account of changes to pay and conditions legislation and advice issued by the Council.

SIGNED

(Chair of Governors)

Appendix 1 – 2025-26 Schools Support Pay Ranges

Range	ISN	Annual salary for 2025/26	Hourly rate	Plus annual leave % for casual workers		
				13.04%	13.48%	14.35%
1A	5	£23,797	£12.33	£13.94		
1B	6	£23,996	£12.44	£14.06		
	7	£24,234	£12.56	£14.20		
	8	£24,473	£12.69	£14.34		
	9	£24,711	£12.81	£14.48		
	10	£24,950	£12.93	£14.62		
2	11	£25,625	£13.28	£15.01		
	12	£26,352	£13.66	£15.44		
	13	£27,083	£14.04	£15.87		
	14	£27,425	£14.22	£16.07		
	15	£27,770	£14.39	£16.27		
3	16	£28,129	£14.58	£16.48		
	17	£28,650	£14.85	£16.79		
	18	£29,151	£15.11	£17.08		
	19	£29,673	£15.38	£17.39		
	20	£30,174	£15.64	£17.68		
4	21	£30,361	£15.74		£17.86	
	22	£30,945	£16.04		£18.20	
	23	£31,509	£16.33		£18.53	
	24	£32,072	£16.62		£18.86	
	25	£32,594	£16.89		£19.17	
5	26	£33,158	£17.19		£19.50	
	27	£33,825	£17.53		£19.90	
	28	£34,451	£17.86		£20.26	
	29	£35,098	£18.19		£20.64	
	30	£35,725	£18.52		£21.01	
6	31	£36,495	£18.92			£21.63
	32	£37,330	£19.35			£22.13
	33	£38,186	£19.79			£22.63
	34	£39,021	£20.23			£23.13
	35	£39,876	£20.67			£23.63
7	36	£40,835	£21.17			£24.20
	37	£41,899	£21.72			£24.83
	38	£42,963	£22.27			£25.46
	39	£44,028	£22.82			£26.10
	40	£45,072	£23.36			£26.71
8	41	£46,219	£23.96			£27.39
	42	£47,429	£24.58			£28.11
	43	£48,640	£25.21			£28.83
	44	£49,871	£25.85			£29.56
	45	£51,081	£26.48			£30.28
9	46	£52,312	£27.11			£31.01
	47	£53,752	£27.86			£31.86
	48	£55,170	£28.60			£32.70
	49	£56,610	£29.34			£33.55
	50	£58,050	£30.09			£34.41
10	51	£59,656	£30.92			£35.36
	52	£61,325	£31.79			£36.35
	53	£62,995	£32.65			£37.34
	54	£64,664	£33.52			£38.33
	55	£66,333	£34.38			£39.32
11	56	£68,064	£35.28			£40.34
	57	£69,818	£36.19			£41.38
	58	£71,549	£37.09			£42.41
	59	£73,219	£37.95			£43.40
	60	£74,638	£38.69			£44.24
12	61	£76,160	£39.48			£45.14
	62	£77,726	£40.29			£46.07
	63	£79,270	£41.09			£46.98
	64	£80,813	£41.89			£47.90
	65	£82,358	£42.69			£48.81

Appendix 2 – 2025-26 Teacher Pay Ranges

Salaries				Allowances			
Teachers should be paid a salary which is within the minimum and maximum salary for each grade. The purpose of advisory pay points are to help support pay decisions.				Special Educational Need Allowances (SEN)			
				2025-26			
		England		London Fringe			
		Aylesbury Vale & Wycombe		Chiltern & South Bucks			
		£		£			
Minimum		M1		32,916		34,398	
Advisory Pay Point		M2		34,823		36,373	
Advisory Pay Point		M3		37,101		38,627	
Advisory Pay Point		M4		39,556		41,075	
Advisory Pay Point		M5		42,057		43,545	
Maximum		M6		45,352		46,839	
				2025 -2026 (4% Increase)			
Upper Pay Range				England		London Fringe	
				Aylesbury Vale & Wycombe		Chiltern & South Bucks	
				£		£	
Minimum		UP1		£ 47,472		£ 48,913	
Advisory Pay Point		UP2		£ 49,232		£ 50,668	
Maximum		UP3		£ 51,048		£ 52,490	
				2025 -2026 (4% Increase)			
UNQUALIFIED TEACHER				England		London Fringe	
				Aylesbury Vale & Wycombe		Chiltern & South Bucks	
				£		£	
Minimum		U1		£ 22,601		24,066	
Advisory Pay Point		U2		£ 25,193		£ 26,656	
Advisory Pay Point		U3		£ 27,785		£ 29,248	
Advisory Pay Point		U4		£ 30,071		£ 31,532	
Advisory Pay Point		U5		£ 32,667		£ 34,126	
Maximum		U6		£ 35,259		36,718	
Leading Practitioner's Pay				2025 -2026 (4% Increase)			
				England		London Fringe	
				Aylesbury Vale & Wycombe		Chiltern & South Bucks	
				£		£	
Minimum		£ 52,026		£ 53,460			
Maximum		£ 79,092		£ 80,528			
				Teaching and Learning Responsibility (TLR)			
				2024-25			
TLR 3		Minimum		£ 702			
		Maximum		£ 3,478			
TLR 2		Minimum		£ 3,527			
		Maximum		£ 8,611			
TLR 1		Minimum		£ 10,174			
		Maximum		£ 17,216			

DISCRETIONARY LEADERSHIP		
	2025 -2026 (4% Increase)	
	England	London Fringe
	Aylesbury Vale & Wycombe	Chiltern & South Bucks
Reference Po	£	£
1	£ 51,773	53,198
2	£ 53,067	54,496
3	£ 54,393	55,821
4	£ 55,745	57,182
5	£ 57,136	58,572
6*	£ 58,569	60,001
7	£ 60,144	61,581
8*	£ 61,534	62,962
9	£ 63,069	64,499
10	£ 64,690	66,118
11*	£ 66,368	67,796
12	£ 67,897	69,331
13	£ 69,595	71,029
14*	£ 71,330	72,763
15	£ 73,104	74,531
16	£ 75,048	76,480
17	£ 76,771	78,214
18	£ 77,924	79,341
18*	£ 78,702	80,134
19	£ 80,654	82,083
20	£ 82,653	84,091
21	£ 83,860	85,287
21*	£ 84,699	86,138
22	£ 86,802	88,236
23	£ 88,950	90,380
24	£ 90,255	91,676
24*	£ 91,158	92,595
25	£ 93,422	94,853
26	£ 95,734	97,169
27	£ 97,136	98,549
27	£ 98,105	99,536
28*	£ 100,540	101,967
29	£ 103,029	104,461
30	£ 105,593	107,016
31*	£ 107,131	108,553
31	£ 108,201	109,637
32	£ 110,891	112,327
33	£ 113,646	115,082
34	£ 116,455	117,890
35*	£ 118,169	119,590
35	£ 119,349	120,785
36	£ 122,305	123,736
37	£ 125,344	126,778
38	£ 128,446	129,879
39*	£ 130,274	131,688
39	£ 131,577	133,005
40	£ 134,859	136,297
41	£ 138,229	139,661
42	£ 141,692	143,128
43*	£ 143,796	145,218

Please note, points 18*, 21*, 24*, 27*, 31*, 35*, 39* and 43 on the Leadership Pay Range are the proposed salary figures for head teachers at, or moving to, the top of the school group ranges only.

Appendix 3 – Schools Staffing Structure

Add staffing structure

Headteacher

↓

2 x Assistant Headteachers

↓

Teaching Staff