

Leeds Diocesan Learning Trust (LDLT)

Company Number 13687278

Pay Policy

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Vision Statement

Serving and celebrating our unique schools and communities, we will love, live and learn together. Valuing our pupils, staff, governors and team as people of God, we will deliver transformational learning and the flourishing of all.

Other Related Policies

- Staff Handbook
- Finance Policy

Principles

Leeds Diocesan Learning Trust (LDLT) aspires to be an employer of choice who will always strive to pay its workforce fairly, equitably, and competitively. The Directors seek to ensure that all teaching and support staff are valued and receive proper recognition for their work and contribution to academy life.

Where pay rises are announced nationally for both teachers and support staff, the Directors undertake to pass on pay rises where they are funded and affordable. There is no desire to migrate from national pay scales, however the Directors reserve the right to consult on doing so in the future should the fiscal conditions necessitate such a move.

1. Introduction

The statutory pay arrangements for teachers give significant discretion to Directors to set the pay in academies. The School Teachers' Pay and Conditions Document (STPCD) since September 2004, has placed a statutory duty on Trusts to have a Pay Policy in place which sets out the basis on which they determine teachers' pay, and to establish procedures for determining appeals. Trusts are also recommended within their Pay Policy to stipulate their procedures for determining the pay of support staff. This should ensure fair and equitable treatment for all staff and minimise the prospect of disputes and legal challenge of pay decisions.

Academies, when taking pay decisions, must have regard both to their Pay Policy and to the staff member's particular post within the staffing structure. A copy of the staffing structure should be attached to the Pay Policy together with any plan for implementing change.

In accordance with STPCD the Trust will ensure that a teacher's pay is assessed in accordance with the principles set out in this document.

The pay for support staff is arranged in accordance with the principles set out in local government pay scales (determined locally) and the applicable conditions of service. The Trust has delegated powers to determine the pay of all associate staff (School Standards and Framework Act 1998).

1.1. Statement of Intent

This policy will be applied to the pay of all staff employed to work in the Trust, excluding any staff whose pay is not determined by the Trust. The prime statutory duty of Local Academy councils, as set out in paragraph 21(2) of the Education Act 2002, is to "conduct the school with a view to promoting high standards of educational achievement at the school". This Pay Policy is intended to support that statutory duty.

1.2. General Provisions

The Pay Policy will comply with the provisions of The Equality Act 2010/12, The Employment Rights Act 1996, The Employment Relations Act 1999, and The Employment Act 2002, as well as The Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000, The Employment Act 2008, and the relevant ACAS code of practice (regarding dispute resolution), The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002, The Agency

Workers Regulations 2010. The Directors will promote equality in a manner consistent with its duty under Section 149 Equality Act 2010, particularly regarding all decisions on the advertising of posts, appointing, promoting, and paying staff, training, and staff development.

1.3. Consultation

The Directors consult staff and trade unions on their Pay Policy and review it each year or when other changes occur to the document to ensure that it reflects the latest legal position. For teachers, the Pay Policy should comply with the current STPCD or National Joint Council for Local Government (NJC) and the accompanying statutory guidance, except as where specifically stated in contracts. The Pay Policy should be used in conjunction with both, but in the event of any inadvertent contradictions the contract will take precedent. Each member of staff and each governor will be given access to a copy of the final Pay Policy and the academy staffing structure.

1.4. Budget

All statements relating to the exercising of discretions are statements of principle and their implementation is reliant on the availability of funding – both currently and in future years. However, the Local Academy council will ensure that appropriate funding is allocated for pay progression for all eligible staff. Academies should incorporate an element of funding into their budget planning to reflect annual pay awards and increments.

2. Pay Policy

The Trust will pay teachers in accordance with this policy and will apply the guidance stated in the annual DfE STPCD and any local agreements, except as where specifically stated in contracts. Support staff will be paid using the NJC locally determined recommended pay scales for local authority staff and in accordance with their conditions of service, except as where specifically stated in contracts.

2.1. Safeguarding Arrangements

The Trust will operate salary safeguarding arrangements in line with the provisions of the latest STPCD.

2.2. Salary Reviews (Teachers/Head Teachers /Central Staff)

All School Teacher salaries (including the Leadership Group) will be reviewed annually to take effect from 1 September.

Salaries will be reviewed in accordance with the criteria detailed in the annual DfE STPCD. Any pay decisions relating to the pay assessment for 1 September each year should be made by 31 October at the latest, except in the case of Head Teachers/Principals/Head of School/Central Staff; for whom the deadline is 31 December.

Pay Assessments may be carried out at other times where appropriate according to the terms of the STPCD (e.g., whenever a teacher takes up a new post on a date other than 1 September).

All teachers will be provided with a written statement of their salary determination at the earliest opportunity and no later than one month after the determination. They will receive this written statement regardless of whether or not an increment in pay is awarded.

2.3. Salary Reviews (Support Staff)

Pay determinations for members of the support staff will be based on the recommended pay scales for Local Authority staff and in accordance with their conditions of service at the time unless migration away from those scales has been agreed. Pay scales can be found in Appendix 2 of this document.

3. Determining Pay on Appointment

The Local Academy council will determine the pay range for any vacancy, including additional pay elements (e.g., recruitment or retention payments, out of academy hours learning, permanent support for other academies, initial teacher training) previously paid separately to basic pay, whether teacher, support staff or member of the leadership group, prior to such a vacancy being advertised and state this in the advert for the post. Only temporary additional payments will be paid separate to basic pay. On appointment it will determine the starting salary within that range to be offered to the successful candidate. The Local Academy council, when making this determination, shall ensure that no teacher shall be awarded a salary that is less than the minimum or more than the maximum of the relevant pay range or ISR.

The Local Academy council will normally match the salary point of any teacher on joining the school. Any exception to this must be clearly explained at the advertising stage.

In making such pay determinations, the Local Academy council may take into account a range of factors, including:

The nature and responsibilities of the post

- The level of qualifications, skills and experience required
- The wider school context

NB These options are for guidance only, are not intended to provide an exhaustive list and may not apply to all appointments.

3.1. Unqualified teachers

Will be paid on the appropriate pay range (see Appendix 1).

3.2. Main Scale Classroom teacher posts

The pay range to be used to determine pay on appointment is either the main pay range or upper pay range (see Appendix 1).

3.3. Leading Practitioner teacher posts

Will be paid on the appropriate pay range (see Appendix 1).

3.4. Leadership teacher posts (Executive Principal, Head Teacher/Principal/Head of School, Deputy & Assistant Head Teachers)

The pay ranges for the Executive Principal, Head Teacher/Principal/Head of School, Deputy Head Teacher[s] and Assistant Head Teacher[s] will be determined in accordance with the criteria specified in the latest STPCD and ensuring fair pay relativities, where the Remuneration Committee believe these to be appropriate (see Appendix 1). Should further advice be required then LDLT's HR Business Partner can provide additional support. Prior to determining appropriate pay ranges for members of the leadership group, the Remuneration Committee may consider researching pay ranges in other schools of a similar size and nature.

3.5. Senior leadership pay and the role of Remuneration Committee

The Remuneration Committee will review the pay of leadership teacher posts and, by exception, Deputy Headteachers at the November meeting of the Finance Committee so that pay awards are implemented in the Autumn Term. All pay increments will be backdated until September 1st.

Head teacher pay recommendations go to the LDLT Remuneration committee and must be made with the explicit consent of the LDLT Director of Learning, CEO and Local Academy council. LDLT will

confirm all Head teacher pay increments in writing to the Head and school business manager as soon as practicable after the decision of the Remuneration Committee.

4. Pay Progression

4.1. Pay Progression based on Performance

All teachers can expect to receive regular, constructive, feedback on their performance and are subject to an annual appraisal that recognises their strengths, informs plans for their future development, and helps enhance their professional practice. The arrangements for teacher appraisal are set out in the agreed Trust Appraisal Policy.

The evidence used to determine pay should be that used to inform the performance management/appraisal decisions. This can be obtained from a variety of sources including observations of practice, student progress data etc. Decisions regarding pay progression for teachers will be made with reference to the teachers' appraisal reports and the pay recommendations they contain. Decisions made in relation to the pay of NQT's will be made via the statutory induction process. Decisions made in relation to NQTs need to reflect the reasonable expectations placed on them with regards to performance as an NQT.

The possible outcomes regarding pay are:

- **The appraisal cycle has been judged to be unsuccessful – no increment is awarded** (teacher has not demonstrated that they are competent in all the teacher standards and have not been judged as having a successful performance appraisal)

*A “*no progression*” determination must not be made unless concerns about standards of performance have been raised in writing with the teacher during the annual appraisal cycle, and the concerns have not been sufficiently addressed through appropriate support provided by the academy.

- **The appraisal cycle has been judged to be successful – an increment is payable** (*teacher has demonstrated that they are competent in all the teacher standards and have been judged as having a successful performance appraisal*)
- **The appraisal cycle has been judged to be successful, with exceptional performance - an increment is payable and consideration may be given to awarding an additional increment**

(teacher has demonstrated that they are competent in all the teacher standards, have been judged as having a successful performance management, and performance has been exceptional)

The assessments of performance will follow the performance management cycle as outlined in the agreed appraisal policy.

4.2. Review & Appeals

Any member of staff seeking a reconsideration of a pay decision should first seek to resolve the matter informally through discussion with the decision-maker within 10 working days of notification of the decision. Where this is not possible, or the matter is still unresolved, staff may follow the formal grievance process by setting out their concerns in writing to the decision-maker within 10 working days of the notification of the decision or the outcome of the informal discussion. The committee or person who made the decision should arrange a hearing within 10 working days to consider the staff member's grievances. He or she should be informed in writing of the decision and the right to appeal. The final appeal will be heard by the academy's Appeals committee. Hearings will follow the standard grievance procedure.

4.3. Teachers on the Main Pay Range

The pay committee will use a scale with a range of points. The points on the main pay range in this school can be found in Appendix 1.

To move up the main pay range, teachers will have to be judged as having a successful performance appraisal. This includes competency in the Teachers' Standards and good progress towards set objectives. Where there has been exceptional performance during the appraisal period, the Academy council will consider using its discretion and may award enhanced pay progression. However, where there have been performance related concerns raised with the teacher (in writing at the time), **and these have not been sufficiently addressed**, the appraisal will be judged as unsuccessful, and no pay progression will be awarded. See guidance document for information regarding extenuating circumstances. Where an individual has been unable to achieve a successful appraisal cycle and the reasons for this are beyond the control of the member of staff, or there have been extenuating circumstances, the academy council has the discretion to award an increment if they so wish.

4.3.1. Teachers on the Upper Pay Range

The Trust will use points which can be found in Appendix 1.

When making a determination regarding a teacher's progression through the upper pay range, account will be taken of paragraph 15 of the STPCD and the criteria set out in paragraphs 15.2 and 14.3 as well as reference to the teachers' appraisal report and the pay recommendation it contains.

4.3.2. Applications for the Upper Pay Range

Any teacher may apply to be paid on the Upper Pay Range and any such application will 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. Any teacher who is employed in more than one school may make an application to be paid on the Upper Pay Range to each of the academies in which he or she is employed. This academy will not be bound by any pay decision made by another academy.

It is recommended that Teachers will normally be considered for progression to the Upper Pay Range having reached the maximum point on the Main Pay Range. The Head Teacher will notify all teachers on Scale Points 5 and 6 of the Main Pay Range at the start of each school year that they may wish to apply for assessment.

All applications should include the results of reviews or appraisals, including any recommendation on pay. In the event that this information is not available, a statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria can be provided by the applicant instead.

Applications to be paid on the Upper Pay Range may be made once a year and must be made in writing, to the Head Teacher/Principal/Head of School, no later than 31st October in any year.

4.4. Unqualified Teachers Pay Range

The pay range determined for unqualified teachers can be found in Appendix 1.

In order to progress through the Unqualified Teachers' pay range, the member of staff will have to show that they have made good progress towards their objectives. Judgements will be properly rooted in evidence. As unqualified teachers move up the scale, this evidence should show:

- an improvement in teaching skills

- an increasing impact on student progress
- an increasing impact on wider outcomes for children
- improvements in specific elements of practice identified to the teacher
- an increasing contribution to the work of the school

4.5. Leading Practitioners Pay Range

See Appendix 1 for the pay range for Leading Practitioner posts paid on the Leading Practitioner pay range.

The pay committee will have regard to paragraph 16 of the STPCD when making a determination in relation to pay progression for a Leading Practitioner. As well as having made good progress with their objectives, a Leading Practitioner must also be able to demonstrate:

- that they are an exemplar of teaching skills, which should impact significantly on student progress, within school and the wider community, if relevant
- that they have made substantial impact on the effectiveness of staff and colleagues, including any specific elements of teaching practice that has been highlighted as in need of improvement
- that they are highly competent in all aspects of Teachers' Standards
- that they have shown strong leadership in developing, implementing and evaluating policies and practice in their workplace that have contributed to school improvement

The pay committee may consider enhanced pay progression for exceptional performance.

4.6. Leadership Group Pay

The Local Academy council will apply a three-stage process when setting the pay for new appointments below Headship level. (See Part 2 of the STPCD for more information on the three-step process).

The Trust will apply a three-stage process when setting the pay for new appointments at Headship level. (See Part 2 of the STPCD for more information on the three-step process).

5. Discretionary Payments

5.1. Discretionary Payments (on appointment)

There is no requirement for the Academy council to consider awarding discretionary points to a newly appointed classroom teacher (whether NQT, main scale, upper pay scale) but they will be used to recognise prior experience and secure the best candidates.

5.2. Discretionary Payments (current staff)

Existing; previously agreed; discretionary pay arrangements under the previous pay policy will continue until such time as there may be significant changes in responsibility. The Academy council will review the level of payments annually.

5.3. Leading Practitioner

The Academy council will take account of paragraph 16 of the STPCD when determining the pay range of a Leading Practitioner in this school. All Leading Practitioners will be assigned additional duties commensurate with the pay awarded.

Such posts may be established for teachers whose primary purpose is the modelling and leading improvement of teaching skills, where those duties fall outside of the criteria for the TLR payment structure.

Except for those employed on the pay range for leading practitioners, who may be required to carry out this duty, teachers undertaking school-based ITT activities do so on an entirely voluntary basis. Such activities might include supervising and observing teaching practice; giving feedback to students on their performance and acting as professional mentors; running seminars or tutorials on aspects of the course; and formally assessing students' competence.

5.4. Unqualified Teachers

The Academy council will pay an unqualified teacher in accordance with paragraph 17 of the STPCD. A determination will be made as to where on the unqualified teacher range a newly appointed unqualified teacher will be placed on commencement with the school. The Academy council will also consider whether or not to award an additional allowance as set out in paragraph 22 of the STPCD.

5.5. Leadership Team

Existing pay arrangements will continue until such time as there may be significant changes in responsibility for the Headteacher or other member of the leadership team. The Trust will review the level of payments annually.

5.6. Teaching and Learning Responsibility Payments (TLRs)

The Academy council will award TLRs as indicated in the school staffing structure and in accordance with the relevant paragraphs of the STPCD. The Local Academy council will consult staff and the relevant Trade Unions on any proposed changes to the TLR structure. Where the Local Academy council wish to award a TLR for a specific project where it is not attached to a post in the structure and where it is for a fixed term period only, a TLR 3 will be awarded. The value of any such TLR 3 as per the relevant paragraphs of the STPCD.

The Trust will determine what rate each level of TLR will be payable at within the range (see Appendix 1), in accordance with the latest STPCD.

5.7. Special Needs Allowance

The Academy council will award an SEN allowance in accordance with the range specified in the STPCD (see Appendix 1) and where the criteria in paragraph 21.2 of the STPCD is met. Where a SEN allowance is to be paid, the Academy council will determine the spot value of the allowance in accordance with paragraph 21.3 of the STPCD.

5.8. Acting Allowances

Where a teacher is required to act as head teacher, deputy head teacher or assistant head teacher for a period of more than four working weeks, they will be paid at no less than the minimum point of the relevant range/ISR. In the case of those members of staff acting up into a post with a TLR for a period exceeding four working weeks they will receive the full amount of the TLR. Payments will be due from the day on which the teacher assumed those duties.

5.9. Sickness & Maternity Leave

The Local Academy council can consider the extension of pay during periods of sickness or Maternity Leave. Application will be to the relevant committee.

5.10. Other Discretionary Payments

The Local Academy council has the discretion to make payments to teachers for out of school hours learning activities, voluntary school based initial teacher training activities (which are not seen as part of the ordinary running of the school) and voluntary CPD outside of the school day. Where such payments are of a permanent nature, they will be incorporated into basic pay for new appointments. Existing arrangements will continue until such time as significant changes are made to the roles. Only Leading Practitioners and members of the leadership team can be required to deliver initial teacher training activities.

5.11. Honoraria

The Local Academy council will not pay any honoraria to any member of the teaching staff. There is no provision within the latest STPCD for the payment of honoraria in any circumstances.

6. Term-Time Only Employees

6.1. TTO Payment

Term-time only (TTO) employees are staff that are principally employed to work only during periods in which schools are open. In most organisations, the standard approach for TTO employees is to calculate their pay on an annual basis and then pay over twelve equal monthly instalments. The amount paid each month is without regard to the actual amount of work done during the month in question. Employees on TTO contracts are normally contractually obliged to take any annual leave that they accrue outside of term-time. Both of these issues can cause complications relating to the pay and conditions of service of TTO employees.

6.2. The Leave Year for TTO Employees

Leeds Diocesan Learning Trust will use 1 April in relation to the leave year for employees on the NJC terms and conditions. In the first year of employment the employee's start date will be used.

6.3. Termination of Employment

If an employee terminates their employment part way through a leave year, it will be necessary to determine whether they have been over or underpaid at this point.

Example: An employee with an anniversary start date of 1 September, an annual pro rata pay of £12,000 and contracted to work for 195 days a year leaves employment at the end of February.

At the point at which they leave employment, in this example they have worked for 108 of their contracted 195 working days in the year, (55.38% of their working year). However, they will only have received 50% of their annual pay, (six of twelve equal monthly instalments of £1,000).

Therefore, at the point of their termination of employment, they will be owed 5.38% of their annual pay. i.e. $5.38\% \times £12,000 = £645.60$.

Appendix 1

Teacher Pay Scales

Classroom Teachers

SPINE POINT	1 SEPT 2020 TO 31 AUG 2021	1 SEPT 2021 TO 31 AUG 2022	1 SEPT 2022 TO 31 AUG 2023
Main Pay Range			
Min M1	£25,714	£25,714	£28,000
M2	£27,600	£27,600	£29,800
M3	£29,664	£29,664	£31,750
M4	£31,778	£31,778	£33,850
M5	£34,100	£34,100	£35,990
Max M6	£36,961	£36,961	£38,810
Upper Pay Range			
Min U1	£38,690	£38,690	£40,625
U2	£40,124	£40,124	£42,131
Max U3	£41,604	£41,604	£43,685

Teaching and Learning Responsibilities (TLRs)

	1 SEPT 2020 TO 31 AUG 2021	1 SEPT 2021 TO 31 AUG 2022	1 SEPT 2022 TO 31 AUG 2023
Payment 1 (TLR1)			
Min	£8,291	£8,291	£8,706
Max	£14,030	£14,030	£14,732
Payment 2 (TLR2)			
Min	£2,873	£2,873	£3,017
Max	£7,017	£7,017	£7,368
Payment 3 (TLR) (Fixed Term)			
Min	£571	£571	£600
Max	£2,833	£2,833	£2,975

Special Educational Needs Allowances

	1 SEPT 2020 TO 31 AUG 2021	1 SEPT 2021 TO 31 AUG 2022	1 SEPT 2022 TO 31 AUG 2023
SEN (Min)	£2,270	£2,270	£2,384
SEN (Max)	£4,479	£4,479	£4,703

Lead Practitioners

SPINE POINT	1 SEPT 2020 TO 31 AUG 2021	1 SEPT 2021 TO 31 AUG 2022	1 SEPT 2022 TO 31 AUG 2023
Min 1	£42,402	£42,402	£44,523
2	£43,465	£43,465	£45,639
3	£44,550	£44,550	£46,778

SPINE POINT	1 SEPT 2020 TO 31 AUG 2021	1 SEPT 2021 TO 31 AUG 2022	1 SEPT 2022 TO 31 AUG 2023
4	£45,658	£45,658	£47,941
5	£46,796	£46,796	£49,13
6	£47,969	£47,969	£50,368
7	£49,261	£49,261	£51,725
8	£50,397	£50,397	£52,917
9	£51,656	£51,656	£54,239
10	£52,983	£52,983	£55,633
11	£54,357	£54,357	£57,075
12	£55,610	£55,610	£58,391
13	£57,000	£57,000	£59,850
14	£58,421	£58,421	£61,343
15	£59,875	£59,875	£62,869
16	£61,467	£61,467	£64,541
17	£62,878	£62,878	£66,022
Max 18	£64,461	£64,461	£67,685

Unqualified Teachers

SCALE POINT	1 SEPT 2021 TO 31 AUG 2022	1 SEPT 2021 TO 31 AUG 2022	1 SEPT 2022 TO 31 AUG 2023
Min 1	£18,169	£18,419	£19,340

SCALE POINT	1 SEPT 2021 TO 31 AUG 2022	1 SEPT 2021 TO 31 AUG 2022	1 SEPT 2022 TO 31 AUG 2023
2	£20,282	£20,532	£21,559
3	£22,394	£22,644	£23,777
4	£24,507	£24,507	£25,733
5	£26,622	£26,622	£27,954
Max 6	£28,735	£28,735	£30,172

Leadership Group

SPINE POINT	1 SEPT 2020 TO 31 AUG 2021	1 SEPT 2021 TO 31 AUG 2022	1 SEPT 2022 TO 31 AUG 2023
L1	£42,195	£42,195	£44,305
L2	£43,251	£43,251	£45,414
L3	£44,331	£44,331	£46,548
L4	£45,434	£45,434	£47,706
L5	£46,566	£46,566	£48,895
L6	£47,735	£47,735	£50,122
L7	£49,019	£49,019	£51,470
L8	£50,151	£50,151	£52,659
L9	£51,402	£51,402	£53,973
L10	£52,723	£52,723	£55,360
L11	£54,091	£54,091	£56,796

SPINE POINT	1 SEPT 2020 TO 31 AUG 2021	1 SEPT 2021 TO 31 AUG 2022	1 SEPT 2022 TO 31 AUG 2023
L12	£55,338	£55,338	£58,105
L13	£56,721	£56,721	£59,558
L14	£58,135	£58,135	£61,042
L15	£59,581	£59,581	£62,561
L16	£61,166	£61,166	£64,225
L17	£62,570	£62,570	£65,699
L18	£64,143	£64,143	£67,351
L19	£65,735	£65,735	£69,022
L20	£67,364	£67,364	£70,733
L21	£69,031	£69,031	£72,483
L22	£70,745	£70,745	£74,283
L23	£72,497	£72,497	£76,122
L24	£74,295	£74,295	£78,010
L25	£76,141	£76,141	£79,949
L26	£78,025	£78,025	£81,927
L27	£79,958	£79,958	£83,956
L28	£81,942	£81,942	£86,040
L29	£83,971	£83,971	£88,170
L30	£86,061	£86,061	£90,365

SPINE POINT	1 SEPT 2020 TO 31 AUG 2021	1 SEPT 2021 TO 31 AUG 2022	1 SEPT 2022 TO 31 AUG 2023
L31	£88,187	£88,187	£92,597
L32	£90,379	£90,379	£94,898
L33	£92,624	£92,624	£97,256
L34	£94,914	£94,914	£99,660
L35	£97,273	£97,273	£102,137
L36	£99,681	£99,681	£104,666
L37	£102,159	£102,159	£107,267
L38	£104,687	£104,687	£109,922
L39	£107,239	£107,239	£112,601
L40	£109,914	£109,914	£115,410
L41	£112,660	£112,660	£118,293
L42	£115,483	£115,483	£121,258
L43	£117,197	£117,197	£123,057

Ranges for Headteachers

GROUP	RANGE OF SPINE POINTS	SALARY RANGE (1 SEPT 2020 TO 31 AUG 2021)	SALARY RANGE (1 SEPT 2021 TO 31 AUG 2022)	1 SEPT 2022 TO 31 AUG 2023
1	L6 – L18	£47,735 - ££63,508	£47,735 - ££63,508	£50,122 - £66,684
2	L8 – L21	£50,151 - £68,347	£50,151 - £68,347	£52,659 - £71,765

GROUP	RANGE OF SPINE POINTS	SALARY RANGE (1 SEPT 2020 TO 31 AUG 2021)	SALARY RANGE (1 SEPT 2021 TO 31 AUG 2022)	1 SEPT 2022 TO 31 AUG 2023
3	L11 – L24	£54,091 - £73,559	£54,091 - £73,559	£56,796 - £77,237
4	L14 – L27	£58,135 - £79,167	£58,135 - £79,167	£61,042 - £83,126
5	L18 – L31	£64,143 - £87,313	£64,143 - £87,313	£67,351 - £91,679
6	L21 – L35	£69,031 - £96,310	£69,031 - £96,310	£72,483 - £101,126
7	L24 – L39	£74,295 - £106,176	£74,295 - £106,176	£78,010 - £111,485

Appendix 2

Support Staff Pay Scale

SCP	Apr 21 Salary	Apr 21 hourly rate
1	£18,333	£9.50
2	£18,516	£9.60
3	£18,887	£9.79
4	£19,264	£9.99
5	£19,650	£10.19
6	£20,043	£10.39
7	£20,444	£10.60
8	£20,852	£10.81
9	£21,269	£11.02
10	£21,695	£11.25
11	£22,129	£11.47
12	£22,571	£11.70
13	£23,023	£11.93
14	£23,484	£12.17
15	£23,953	£12.42
16	£24,432	£12.66
17	£24,920	£12.92

SCP	Apr 21 Salary	Apr 21 hourly rate
26	£30,984	£16.06
27	£31,895	£16.53
28	£32,798	£17.00
29	£33,486	£17.36
30	£34,373	£17.82
31	£35,336	£18.32
32	£36,371	£18.85
33	£37,568	£19.47
34	£38,553	£19.98
35	£39,571	£20.51
36	£40,578	£21.03
37	£41,591	£21.56
38	£42,614	£22.09
39	£43,570	£22.58
40	£44,624	£23.13
41	£45,648	£23.66
42	£46,662	£24.19

SCP	Apr 21 Salary	Apr 21 hourly rate
18	£25,419	£13.18
19	£25,927	£13.44
20	£26,446	£13.71
21	£26,975	£13.98
22	£27,514	£14.26
23	£28,226	£14.63
24	£29,174	£15.12
25	£30,095	£15.60

SCP	Apr 21 Salary	Apr 21 hourly rate
43	£47,665	£24.71
44	£48,618	£25.20
45	£50,183	£26.01
46	£52,274	£27.10
47	£54,234	£28.11
48	£56,743	£29.41
49	£58,380	£30.26
50	£60,568	£31.40