NASUWT
The Teachers' Union

ENGLAND

SCHOOL PAY POLICIES CHECKLIST

PURPOSE OF THE CHECKLIST

The NASUWT believes that a fair, transparent and consistent pay policy, which recognises and rewards teachers as highly skilled professionals, is a key element in effective school improvement.

School pay policies which accord with the provisions in this checklist will help to recruit, retain and motivate teachers, provide the basis for sound financial and personnel planning and minimise the risk of grievance and discrimination.

The checklist sets out the minimum requirements for an effective pay policy and is consistent with the statutory provisions for teachers' pay effective from 1 September 2017.

The publication of the NASUWT checklist does not represent an acceptance of changes to the teachers' pay system introduced or proposed by the Department for Education.

The NASUWT is committed to securing a national pay structure in England and Wales which applies statutorily to all maintained schools and academies.

PAY DECISIONS FOR SEPTEMBER 2017

Pay Awards

The school is committed to award the pay uplift as detailed in the NASUWT model school pay policy to all existing pay points and allowances for all teachers from September 2017.

PAY DECISIONS FROM SEPTEMBER 2017

Performance management/appraisal of teachers

- Performance management/appraisal procedures at the school will operate in accordance with the NASUWT checklist.

Salary determination

- The school will determine the salary of a teacher on an annual basis and notify the teacher in writing of the salary determination by 31 October each year with effect from 1 September of that year.

Determining the pay of appointees/maintaining 'pay portability'

- The school is committed to the principle of pay portability and will apply this principle in practice when making all new appointments.

Determining the pay ranges for vacant teaching posts

- The school will not restrict the pay available for appointees to vacant classroom teacher posts, other than the lower limit of the Main Pay Range and the upper limit of the Upper Pay Range.

Main Pay Range – pay scale

- Teachers on the Main Pay Range will be paid on the six-point scale on the Main Pay Range below.

Main Pay Range – pay progression

- Teachers will be awarded pay progression annually of at least one point on the Main Pay Range following a successful performance management/appraisal review.

- The review will be deemed to be successful unless significant concerns about standards of performance have been raised in writing with the teacher during the annual performance management/appraisal cycle and have not been addressed through support provided by the school by the conclusion of that process.

- Teachers in their induction year will be awarded pay progression on the successful completion of induction.

Moving from the Main Pay Range to the Upper Pay Range

- Teachers who apply to move to the Upper Pay Range will be awarded progression to that Range having regard to the most recent performance management/appraisal review.

- The review will be deemed to be successful unless significant concerns about standards of performance have been raised in writing with the teacher during the annual performance management/appraisal cycle and have not been addressed through support provided by the school by the conclusion of that process.

Upper Pay Range – pay scale

- Teachers on the Upper Pay Range will be paid on the three-point scale on the Upper Pay Range below.

Upper Pay Range – pay progression

- Teachers will be awarded pay progression annually of at least one point on the Upper Pay Range following a successful performance management/appraisal review.

- The review will be deemed to be successful unless significant concerns about standards of performance have been raised in writing with the teacher during the annual performance management/appraisal cycle and have not been addressed through support provided by the school by the conclusion of that process.

TLR payments

- TLR1 and TLR2 payments will be allocated in accordance with the criteria below.

- Teachers will not be expected to undertake permanent additional responsibilities without payment of a permanent TLR1 or TLR2 payment.

- Clear criteria for the award, level and duration of time-limited TLR3 payments will be set out. There will be full consultation with union representatives and agreement with the NASUWT before the decision is made to make any such payment.

Appeals procedures

- Teachers have the right to make representations and to appeal about any aspect of their pay or pay progression in accordance with an appeals procedure within the policy which meets, as a minimum, the statutory requirements on disputes resolution.

Monitoring and review of the policy

- The policy will be monitored and reviewed by the relevant body in conjunction with union representatives on an annual basis. An annual written report on the operation of the pay policy, recording pay decisions taken and equality impact, will be provided to union representatives.

PAY SCALES ON THE MAIN AND UPPER PAY RANGES

	E&W generally	Inner London	Outer London	Fringe Area
Main Pay Range				
Minimum	£22,917	£28,660	£26,662	£24,018
2	£24,728	£30,155	£28,315	£25,828
3	£26,716	£31,726	£30,067	£27,815
4	£28,772	£33,379	£31,929	£29,878
5	£31,039	£35,947	£34,637	£32,139
Maximum	£33,824	£39,006	£37,645	£34,934
Upper Pay Ranges				
Minimum	£35,927	£43,616	£39,519	£37,017
2	£37,258	£45,760	£40,981	£38,346
Maximum	£38,633	£47,298	£42,498	£39,725

The salary values contained in the above pay scales include the minima and the maxima of the 2017/18 pay ranges. All other pay values are minimum pay values for the pay reference points within the minima and maxima.

CRITERIA FOR TLR1 and TLR2 PAYMENTS

Before awarding a TLR1 or TLR2 payment, the school must be satisfied that the teacher's duties include a significant responsibility that is not required of all classroom teachers and that:

(a) is focused on teaching and learning;

(b) requires the exercise of a teacher's professional skills and judgement;

(c) requires the teacher to lead, manage and develop a subject or curriculum area, or to lead andmanage pupil development across the curriculum;

(d) has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils; and

(e) involves leading, developing and enhancing the teaching practice of other staff.

In addition, before awarding a TLR1, the school must be satisfied that the significant responsibility referred to above includes line management responsibility for a significant number of people.