

**A Arrangements applying to heads and deputies in post before the receipt of JNC Circular No11 dated 21 July 1997 are as follows:**

**(i) Resident Heads**

For resident headteachers appointed on or after 1.4.86 and those in post before 1.4.86 who opted to pay locally determined charges.

				01.04.97
Group				£
1(s)				10,503
2(s)			10,503	11,148
3(s)			11,148	11,790
4(s)			11,790	12,408

**(ii) Other Heads**

				01.04.97
Group				£
1(s)				7,416
2(s)			7,416	8,064
3(s)			8,064	8,703
4(s)			8,703	9,312

**(iii) Resident Deputies**

				01.04.97
Group				£
1(s)				8,919
2(s)			8,919	9,474
3(s)			9,474	10,011
4(s)			10,011	10,542

**(iv) Non-Resident Deputies**

				01.04.97
Group				£
1(s)				6,309
2(s)			6,309	6,858
3(s)			6,858	7,395
4(s)			7,395	7,926

**Safeguarding in place prior to 1 September 2007**

The Previous (August 2001) edition of the JNC agreement included provisions for safeguarding for heads and deputies and other senior staff previously employed in former approved schools and remand homes and who remained in the same post as they occupied on 31 March 1986.

The recent workforce numbers survey conducted by the JNC identified very few teachers subject to those provisions and in receipt of safeguarded payments. The JNC therefore agreed to delete those provisions from the September 2007 edition of the national agreement but has agreed that such teachers should continue to be entitled to receive safeguarded payments in accordance with those provisions. As a result, teachers in receipt of safeguarding (under the terms of Paragraphs 1.11 - 1.16 and Section 2 of previous Editions of the JNC agreement) shall continue to receive such safeguarding while they remain in post.

**B The Banding arrangements which apply to Heads and Deputies (and Assistant Heads)**

Additional Duty Allowance  
01/09.08 £7,733

(i) **Resident Heads**

01.09.05

01.09.06

01.09.07

01.09.08

No. of residential places as %  
of total places

No. of residential places as %  
of total places

No. of residential places as %  
of total places

No. of residential places as %  
of total places

Group	01.09.05				01.09.06				01.09.07				01.09.08			
	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
2	5,166	7,587	11,037	14,112	5,295	7,776	11,313	14,466	5,427	7,971	11,595	14,829	£5,560	£8,166	£11,879	£15,192
3	5,643	8,049	11,712	14,643	5,784	8,250	12,006	15,009	5,928	8,457	12,306	15,384	£6,073	£8,664	£12,607	£15,761
4	5,925	8,685	12,636	15,795	6,072	8,901	12,951	16,191	6,225	9,123	13,275	16,596	£6,378	£9,347	£13,600	£17,003
5 and above	6,234	9,141	13,356	16,617	6,390	9,369	13,689	17,031	6,549	9,603	14,031	17,457	£6,709	£9,838	£14,375	£17,885

(ii) **Other Heads**

No. of residential places as %  
of total places

No. of residential places as %  
of total places

No. of residential places as %  
of total places

No. of residential places as %  
of total places

Group	01.09.05				01.09.06				01.09.07				01.09.08			
	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
2	3,657	5,358	7,794	9,747	3,747	5,493	7,989	9,990	3,840	5,631	8,190	10,239	£3,934	£5,769	£8,391	£10,490
3	3,969	5,823	8,475	10,590	4,068	5,970	8,688	10,854	4,170	6,120	8,904	11,124	£4,272	£6,270	£9,122	£11,397
4	4,374	6,414	9,330	11,664	4,482	6,573	9,564	11,955	4,593	6,738	9,804	12,255	£4,706	£6,903	£10,044	£12,555
5 and above	4,587	6,732	9,783	12,228	4,701	6,900	10,029	12,534	4,818	7,074	10,281	12,846	£4,936	£7,247	£10,533	£13,161

(iii) **Resident Deputies**

No. of residential places as %  
of total places

No. of residential places as %  
of total places

No. of residential places as %  
of total places

No. of residential places as %  
of total places

Group	01.09.05				01.09.06				01.09.07				01.09.08			
	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
2	4,392	6,444	9,375	11,715	4,503	6,606	9,609	12,009	4,617	6,771	9,849	12,309	£4,730	£6,937	£10,090	£12,611
3	4,668	6,843	9,957	12,441	4,785	7,014	10,206	12,753	4,905	7,188	10,461	13,071	£5,025	£7,364	£10,717	£13,391
4	4,935	7,236	10,521	13,152	5,058	7,416	10,785	13,482	5,184	7,602	11,055	13,818	£5,311	£7,788	£11,326	£14,157
5 and above	5,196	7,614	11,079	13,845	5,325	7,803	11,355	14,190	5,457	7,998	11,640	14,544	£5,591	£8,194	£11,925	£14,900

(iv) **Non-Resident Deputies**

Group	No. of residential places as % of total places				No. of residential places as % of total places				No. of residential places as % of total places				No. of residential places as % of total places			
	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
2	3,105	4,566	6,630	8,292	3,183	4,680	6,795	8,499	3,264	4,797	6,966	8,712	£3,344	£4,915	£7,137	£8,925
3	3,381	4,950	7,206	8,784	3,465	5,073	7,386	9,003	3,552	5,199	7,572	9,228	£3,639	£5,326	£7,758	£9,454
4	3,642	5,340	7,773	9,543	3,732	5,475	7,988	9,783	3,825	5,613	8,166	10,029	£3,919	£5,751	£8,366	£10,275
5 and above	3,906	5,718	8,325	10,410	4,005	5,862	8,532	10,671	4,104	6,009	8,745	10,938	£4,205	£6,156	£8,959	£11,206

(v) **Resident Assistant Heads**

Group	No. of residential places as % of total places				No. of residential places as % of total places				No. of residential places as % of total places				No. of residential places as % of total places			
	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
2	3,621	5,313	7,731	9,660	3,711	5,445	7,923	9,903	3,804	5,580	8,121	10,152	£3,897	£5,715	£8,320	£10,401
3	3,843	5,634	7,965	10,248	3,939	5,775	8,163	10,503	4,038	5,919	8,367	10,767	£4,137	£6,064	£8,572	£11,031
4	4,149	6,084	9,141	11,055	4,254	6,237	9,369	11,331	4,359	6,393	9,603	11,613	£4,466	£6,550	£9,838	£11,898
5 and above	4,365	6,279	9,348	11,631	4,473	6,435	9,582	11,922	4,584	6,597	9,822	12,219	£4,696	£6,759	£10,063	£12,518

(vi) **Non-Resident Assistant Heads**

Group	No. of residential places as % of total places				No. of residential places as % of total places				No. of residential places as % of total places				No. of residential places as % of total places			
	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%	0-20%	21-40%	41-65%	66-100%
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£
2	2,559	3,753	5,454	6,822	2,622	3,846	5,589	6,993	2,688	3,942	5,730	7,167	£2,754	£4,039	£5,870	£7,343
3	2,781	4,077	5,931	7,413	2,850	4,179	6,078	7,599	2,922	4,284	6,231	7,788	£2,994	£4,389	£6,384	£7,979
4	3,060	4,488	6,528	8,160	3,138	4,599	6,690	8,364	3,216	4,713	6,858	8,574	£3,295	£4,828	£7,026	£8,784
5 and above	3,210	4,713	6,849	8,556	3,291	4,830	7,020	8,769	3,372	4,950	7,197	8,988	£3,455	£5,071	£7,373	£9,208