OVERVIEW
The statutory pay arrangements for teachers gives significant discretion to the governing body. The School Teachers’ Pay and Conditions Document has since has placed a statutory duty on schools and LAs to have in place a pay policy setting out the basis on which they determine teachers’ pay and establish procedures for determining appeals.

AIMS
1. This policy will ensure fair and equitable treatment for all teachers in this school and is in line with relevant legislation.
2. The pay policy will comply with the current School Teachers’ Pay and Conditions Document and the accompanying statutory guidance.

OBJECTIVES
1. The governing body will ensure that every teacher’s salary is reviewed with effect from 1 September and no later than 31st October each year and give them a written statement setting out their salary and any other financial benefits to which they are entitled.
2. Reviews may take place at other times of the year to reflect any changes in circumstances or job description that lead to a change in the basis for calculating an individual’s pay.
3. A written statement will be given after any review and, where applicable, will provide information about the basis on which it was made.
4. Where a pay determination leads, or may lead, to the start of a period of safeguarding, the governing body will give the required notification as soon as possible and no later than one month after the date of the determination.
5. The governing body will nominate a pay committee to make determinations of pay in accordance with the pay policy.
6. A teacher may seek a review of any determination in relation to his/her pay or any other decision taken by the governing body (or a committee or individual acting with delegated authority) that affects his pay. The governing body will consider awarding payments on a case by case basis.
7. As staff move into UPS pay spines, their roles may change, especially for those entering UPS3 range as there will be expectations to have additional responsibilities in return for extra rewards.

OUTCOMES
The head and governing body will consult staff and unions on the pay policy and review it each year, or when other changes occur to the School Teachers’ Pay and Conditions Document. By so doing, the school can be certain that it reflects the latest legal position. All teachers employed at this school are paid in accordance with the statutory provisions of the School Teachers’ Pay and Conditions Document as updated from time to time. This policy should be read in conjunction with the more detailed guidelines attached.