



HOLMER GREEN SENIOR SCHOOL

PAY POLICY

September 2025

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Model Pay Policy for Holmer Green Senior School

1. Introduction

This document sets out the School's policy on pay. It is based on the Buckinghamshire County 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 the school and the discretions that the Governing Body will apply. In doing so the overarching criteria that apply are to:

- comply with legislation as set out in the Schoolteachers' Pay and Conditions document, 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
- have a staffing structure related to the schools stated aims and development plan
- demonstrate that the Governing Body is implementing its pay policy in a fair, consistent and responsible way.

A copy of the school policy can be found in the Staffroom and on the G drive/Policies

2. Scope

This policy applies to all teaching and support staff employed in schools in Buckinghamshire, and also to centrally employed teaching staff.

3. Roles and Responsibilities

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 comments from staff following a consultation process.
- abide by all relevant legislation and, in particular will not discriminate on grounds of race, colour, ethnic origin, religion, belief, gender, transgender status, marital status, sexual orientation, disability or age. Equality in all aspects of school life will be promoted including advertising of posts, appointing, promoting and paying employees, training and employee development
- seek to ensure there is pay relativity between jobs within the school Appropriate differentials will be created and reviewed between posts within the school, recognising accountability and job weight and the need to recruit, retain and motivate sufficient employees of the required quality at all levels
- consult with the Council¹ where appropriate
- 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 performance pay at all levels.
- consider recommendations from the Headteacher
- treat information about individual members of staff (including earnings) as confidential
- exercise its responsibilities within the constraints of the schools locally managed budget and in accordance with the schools financial and improvement plans
- take advice from national recommendations when drawing up the pay policy and during each annual review of the policy
- ensure that all staff have ready access to the policy and appendices at any time.

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 to check that they are still appropriate: any changes will be made in consultation with employees.

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

The Governing Body seeks to provide equal opportunities for all staff, in accordance with the schools Equal Opportunities Policy and equal pay legislation.

The Governing Body will abide by all relevant legislation and in particular will not 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) 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.

The Governing Body of Holmer Green Senior School seeks to ensure that all teachers and support employees are valued and receive proper recognition and remuneration for their work and their contribution to school life.

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

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

5. Pay Discretions

The Governing Body has significant discretion over the structure of pay scales, salaries on appointment to posts, awarding of allowances, and performance pay awards. 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 schools development plan.

6. Consultation

The Governing Body take account of national recommendations and advice from the Headteacher 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. All members of staff and governors will be given clear access to copies of the pay policy, notes of guidance/toolkit and appendices.

7. Vacant posts

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

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 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 and Person Specifications

The Headteacher will provide job descriptions for all employees, on behalf of the Governing Body. Job descriptions and person specifications need to be in place 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 descriptions 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 Management²

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 schools Appraisal Policy and the relevant legislation.

Relevant information from appraisal/performance review statements will be taken into account by the Headteacher and the Governing Body (or a committee of the Governing Body) in taking decisions and in advising those responsible for taking decisions on the use of any discretion in relation to pay. For teaching staff any decision to increase pay must be related to an assessment of performance in accordance with the Schoolteachers' Appraisal Regulations 2012.

11. Pay relativity

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

Salary records will be confidential to the individual concerned, the Headteacher and the Governing Body.

Support Staff Employees

13. General

² Teaching unions are unable to endorse any recommendations that do not comply with their Performance Management/Appraisal and school pay policies checklist.

- The Governing Body will comply with all local agreements on employee's Conditions of Service i.e. Bucks Pay, National Joint Council for Local Government services and local amendments.
- The Governing Body will keep under review the school staffing structure and the grades for each post.
- All new appointees will be placed on a Bucks Pay range.

14. Designated first Aiders

The Governing Body has determined not to pay designated First Aid at Work trained employees.

15 . Bucks Pay (Schools) – See Appendix 1

The Governing Body 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

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

Employees new to the school and existing 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.

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 recorded expectations
- undertaking a specialist project at an equivalent level of responsibility to the post holder's current job description.

16. Payments for additional duties

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 to the post temporarily occupied. The salary paid will be at the bottom of the appropriate salary range, unless this is below the employees 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.

17. Honoraria (Support Staff only)

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

- part of the duties of a higher graded post
- duties outside of the scope of his/her post which are particularly onerous.

18. Handling salary queries

If an employee has a query about their salary they should in the first place seek to resolve the matter informally with the Head teacher, (or in the case of the Headteacher with the Chair of the Governing Body). If the matter remains unresolved the grievance procedure could if necessary be followed

Teachers

19. General

The Governing Body will follow the requirements of the current Schoolteachers' Pay and Conditions Document ("**the document**") in implementing the pay policy for teaching staff.

A copy of the current Schoolteachers' Pay and Conditions document is available in school and is also on-line from the DFE website: www.dfe.gov.uk

The discretions allowed by "**the document**" will be applied according to identified school needs and based on clearly laid down criteria, subject to annual review.

20. Staffing structure

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 the relevant teachers' professional associations. Changes to the structure will only be made with the approval of the Governing Body and by further consultation.

21. Appraisal/performance management

The Governing Body will ensure that a review against appraisal/performance objectives is undertaken annually in accordance with the schools agreed Appraisal policy for teaching staff.

22. Part-time teaching staff

The Governing Body will calculate part-time teaching hours in accordance with the provisions of "**the document**", based on timetabled teaching time (the pro-rata principle).

The pro rata principle – this 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 schools timetabled teaching week.³

23. Pay Reviews

The governing body will apply any national or locally agreed pay awards and, for teachers, will decide annually whether or not they should be applied to all salaries within the pay ranges set out in this policy.

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. 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.

24. Pay Appeals – teaching staff

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:

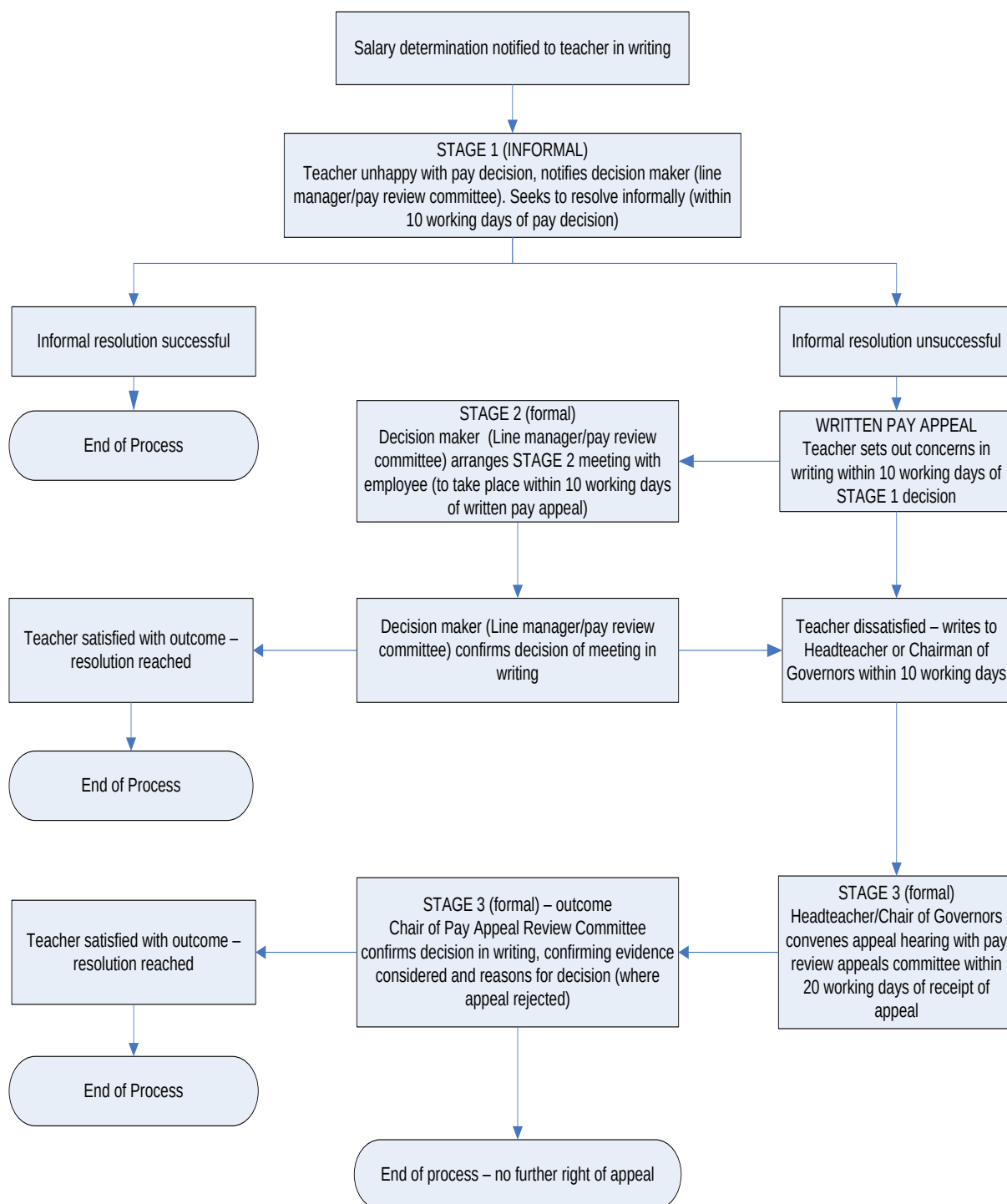
- incorrectly applied any provision of the document
- failed to have proper regard for statutory guidance
- failed to take account of relevant evidence
- took account of irrelevant or inaccurate evidence
- was biased
- otherwise unlawfully discriminated against the teacher

This list is not exhaustive.

The process is set out as follows:

SCHOOLS MODEL PAY POLICY

School Teacher's Pay Appeal Process



Note: as stages 2 and 3 the teacher may make representations in person and be accompanied by a colleague or union representative

Salary entitlements

25. Leadership group

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
- Assistant Headteachers
- Leading Practitioners

The Governing Body 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 on a permanent basis)
- if there has been a significant change to the responsibilities of the post
- at least every three years

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.

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. The Governing Body will consider recommendations made to it following the performance review and will agree an award where there has been sustained high quality performance taking into account the performance objectives.

The Leadership pay range the Governing body will apply is set out in Appendix 2.

26. Headteacher.

The Governing Body will set a seven point pay range from within the range of points for the school group. In doing so the Governing Body 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

The pay range will form the basis for the future pay progression of the Headteacher. The Governing Body will ensure that appropriate objectives are set and the level of progression that will result from successfully meeting the objectives is clearly set out. 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 Governing Body will formally record the school's group size and the head's pay range and note the rationale for their decisions.

The Governing Body may, in wholly exceptional circumstances and subject to a clear business case, agree to setting a pay range with a limit of 25% above the top of the assessed Headteacher group range. There will be clear increments set within this range and progression will be linked to achievement of objectives and sustained performance.

27. Senior Deputy and Deputy Headteachers

The Governing Body will set a pay range of five consecutive points for each Deputy Headteacher taking account of the complexity and challenge of their roles.

The Governing Body will carefully consider pay differentials between members of the leadership team 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.

28. Acting allowances

The Governing Body will consider awarding an acting allowance to a teacher who for a minimum period of one month, 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

29. Salary ranges

With effect from 1 September 2025 the Governing Body will pay teaching staff on the following pay ranges:

- the Leading practitioner pay range
- the main pay range
- the upper pay range
- the unqualified teacher range

30. Leading practitioners

The Governing Body will 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.

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 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:

- (i) coaching, mentoring and induction of teachers, including trainees and NQT's
- (ii) disseminating materials and advising on practice, research and continuing professional development provision
- (iii) assessment and impact evaluation, including through demonstration lessons and classroom observation
- (iv) helping teachers who are experiencing difficulties.

The Leading practitioner pay range applicable is as set in appendix 2 attached.

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.

31. Qualified teachers – Main pay range and Upper Pay Scale

All qualified teachers, other than those appointed as Leading practitioners, will be placed on the appropriate point of the main pay range, or Upper pay range (for teachers who are designated as post-threshold teachers).

The Main pay range is as set out in Appendix 2 attached.

Upper pay range is as set out in Appendix 2 attached

32. Qualified Teachers – new appointees

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)

Whilst there is no presumption of portability of salaries in the pay and conditions document the Governing Body will take full account of the relevant previous experience of any newly appointed teacher.⁴

33. Unqualified Teachers

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

Any such teacher will be employed on a fixed term contract, subject to termly or annual review and will be paid on the unqualified scale.

Unqualified teachers (including Overseas trained, teachers trained and qualified in the EEA, Graduate and registered teachers) will be paid on the unqualified scale until Qualified Teacher Status is granted/confirmed.

The salary range is as set out in Appendix 2 attached

Salary progression

34. Annual pay review

Teaching staff (Main pay range, Upper pay range, Leading practitioner pay range, Unqualified teacher pay range)

Annual pay reviews will take place following a review of performance objectives conducted in accordance with the school's appraisal policy. Teachers will need to have made good progress towards their objectives and have demonstrated they are competent in all elements of the Teachers' standards. For newly qualified teachers evidence from following the statutory induction process will inform decisions on pay progression. Assessments will be properly rooted in evidence and will include assessment of performance against the teacher standards and against individual appraisal objectives. Where during the course of the appraisal year, it becomes apparent that a

⁴ Teaching Unions are unable to endorse any recommendations that do not comply with their Performance Management/Appraisal and school pay policies checklist.

teacher may not succeed in successfully meeting the objectives set they will be informed of the potential impact for their next pay review and measures will be agreed to achieve the standard required. The Governing Body will ensure that the recommendation from the Headteacher has been applied fairly and reasonably and has followed a robust procedure.

35. Upper Pay Range

Movement to upper pay range

The Governing Body will consider applications from any⁵ 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.

Any successful application will apply only to the post in this school.

The Governing Body will 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.

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

The process for making an application is as follows:

- Apply in writing to the Headteacher (enclosing supporting evidence) by 31 October
- 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 for pay to be increased.
- The Governing Body will ratify the recommendation.

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.

If the application is unsuccessful the Governing Body will ask the Headteacher to provide feedback and the teacher will be informed of their right to appeal the decision. The Pay appeal process in section 24 will apply.

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

36. Teaching and Learning Responsibility payments (TLR's)

The Governing Body 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) the TLR will be payable.

TLR posts must:

- be focused on teaching and learning
- require the exercise of a teachers 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 teachers' assigned classes or groups of pupils

⁵ Teaching Unions are unable to endorse any recommendations that do not comply with their Performance Management/Appraisal and school pay policies checklists.

- involve leading, developing and enhancing the teaching practice of other staff.

The Governing Body has decided that:

The values of TLR's to be awarded 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) Minimum and maximum rates are at Appendix 2

1c £17216
1b £12520
1a £10174

TLR 2 Minimum and maximum rates are at Appendix 2

2c £8611
2b £5868
2a £3527

TLR 3

These are not currently used at HGSS

HGSS awards management allowances for the acknowledgement of temporarily increased roles or responsibilities to amounts equivalent to or similar to the TLR 1 and 2 rates at the discretion of the Governing Body and Headteacher.

Special Educational Needs allowance

37. Minimum and maximum rates are shown at appendix 2.

The Governing Body will award an allowance of £2787 per annum which will be paid to a classroom teacher in accordance with the provisions below:

Mandatory

Shall be awarded to classroom teachers who are:

- employed in an SEN post that requires a mandatory SEN qualification
- working in special schools; or
- are engaged wholly or mainly in taking charge of special classes of children who are hearing impaired or visually impaired or who teach pupils with statements of special educational needs in designated special classes. Or where he/she is taking charge of special classes consisting wholly or mainly of children who are hearing impaired or visually impaired.

Where a SEN allowance is to be paid, the Governing Body must 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.

Discretionary

Subject to the above, the Governing Body will not award the special educational needs allowance to a classroom teacher in an ordinary school who is engaged wholly or mainly in teaching children with special educational needs, none or not all of whom have statements.

38. Salary Safeguarding

The Governing Body 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

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

These can be awarded to any member of the teaching staff (excluding the Head teacher). The governing body will pay a benefit of £500 - £5,000 to teachers who are newly recruited and to teachers who have specific skills and experience that the school need to retain.

Where a recruitment and retention allowance is paid as an addition 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/ended.

41. Salary Sacrifice arrangements

The Governing Body will provide for a teacher to participate in these arrangements where the School/ Council operates any of the following schemes;

- a child care voucher or other child care benefit scheme
- a cycle or cyclists safety equipment scheme
- a mobile telephone scheme.

42. Initial teacher training activities

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 Governing Body 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

The Governing Body 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 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

The Governing Body 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 teachers 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

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 PPA time.

Review

This pay policy will be reviewed annually on receipt of the teacher's national pay review document – STPCD – and also on receipt of the Bucks County Council Bucks Pay review recommendation for Bucks Pay staff.

Approved September 2025
Review September 2026

Appendix 1

		BC 2024/25 Rates	
Range	ISN	Annual Salary	
1A	5	£23,104	£11.98
1B	6	£23,297	£12.08
	7	£23,528	£12.20
	8	£23,760	£12.32
	9	£23,991	£12.44
	10	£24,223	£12.56
2	11	£24,879	£12.90
	12	£25,584	£13.26
	13	£26,294	£13.63
	14	£26,626	£13.80
	15	£26,961	£13.97
3	16	£27,310	£14.16
	17	£27,816	£14.42
	18	£28,302	£14.67
	19	£28,809	£14.93
	20	£29,295	£15.18
4	21	£29,477	£15.28
	22	£30,044	£15.57
	23	£30,591	£15.86
	24	£31,138	£16.14
	25	£31,645	£16.40
5	26	£32,192	£16.69
	27	£32,840	£17.02
	28	£33,448	£17.34
	29	£34,076	£17.66
	30	£34,684	£17.98
6	31	£35,432	£18.37
	32	£36,243	£18.79
	33	£37,074	£19.22
	34	£37,884	£19.64
	35	£38,715	£20.07
7	36	£39,646	£20.55
	37	£40,679	£21.09
	38	£41,712	£21.62
	39	£42,746	£22.16
	40	£43,759	£22.68
8	41	£44,873	£23.26

BC 2025/26 Agreed Pay Award		3%
Annual Salary	Hourly rate	Equiv % increase
£23,797	£12.33	3%
£23,996	£12.44	3%
£24,234	£12.56	3%
£24,473	£12.68	3%
£24,711	£12.81	3%
£24,950	£12.93	3%
£25,625	£13.28	3%
£26,352	£13.66	3%
£27,083	£14.04	3%
£27,425	£14.21	3%
£27,770	£14.39	3%
£28,129	£14.58	3%
£28,650	£14.85	3%
£29,151	£15.11	3%
£29,673	£15.38	3%
£30,174	£15.64	3%
£30,361	£15.74	3%
£30,945	£16.04	3%
£31,509	£16.33	3%
£32,072	£16.62	3%
£32,594	£16.89	3%
£33,158	£17.19	3%
£33,825	£17.53	3%
£34,451	£17.86	3%
£35,098	£18.19	3%
£35,725	£18.52	3%
£36,495	£18.92	3%
£37,330	£19.35	3%
£38,186	£19.79	3%
£39,021	£20.23	3%
£39,876	£20.67	3%
£40,835	£21.17	3%
£41,899	£21.72	3%
£42,963	£22.27	3%
£44,028	£22.82	3%
£45,072	£23.36	3%
£46,219	£23.96	3%

	42	£46,048	£23.87
	43	£47,223	£24.48
	44	£48,418	£25.10
	45	£49,593	£25.71
9	46	£50,788	£26.32
	47	£52,186	£27.05
	48	£53,563	£27.76
	49	£54,961	£28.49
	50	£56,359	£29.21
10	51	£57,918	£30.02
	52	£59,539	£30.86
	53	£61,160	£31.70
	54	£62,781	£32.54
	55	£64,401	£33.38
11	56	£66,082	£34.25
	57	£67,784	£35.13
	58	£69,465	£36.01
	59	£71,086	£36.85
	60	£72,464	£37.56
12	61	£73,942	£38.33
	62	£75,462	£39.11
	63	£76,961	£39.89
	64	£78,459	£40.67
	65	£79,959	£41.44

£47,429	£24.58	3%
£48,640	£25.21	3%
£49,871	£25.85	3%
£51,081	£26.48	3%
£52,312	£27.11	3%
£53,752	£27.86	3%
£55,170	£28.60	3%
£56,610	£29.34	3%
£58,050	£30.09	3%
£59,656	£30.92	3%
£61,325	£31.79	3%
£62,995	£32.65	3%
£64,664	£33.52	3%
£66,333	£34.38	3%
£68,064	£35.28	3%
£69,818	£36.19	3%
£71,549	£37.09	3%
£73,219	£37.95	3%
£74,638	£38.69	3%
£76,160	£39.48	3%
£77,726	£40.29	3%
£79,270	£41.09	3%
£80,813	£41.89	3%
£82,358	£42.69	3%

Appendix 2

HGSS Teaching Pay Scales 2025/26

HGSS Teaching Pay Scales

2025/26 4% increase

Leadership Group		
Grade	Point	AFTE
L01	1	53,198
L02	2	54,496
L03	3	55,822
L04	4	57,183
L05	5	58,573
L06	6	60,001
L07	7	61,582
L08	8	62,962
L09	9	64,500
L10	10	66,120
L11	11	67,796
L12	12	69,332
L13	13	71,030
L14	14	72,763
L15	15	74,532
L16	16	76,481
L17	17	78,215
L18	18	80,134
L19	19	82,084
L20	20	84,092
L21	21	86,138
L22	22	88,237
L23	23	90,381
L24	24	92,595
L25	25	94,854
L26	26	97,170
L27	27	99,537
L28	28	101,967
L29	29	104,462
L30	30	107,018
L31	31	109,637
L32	32	112,328
L34	34	117,891
L35	35	120,786
L36	36	123,737

Lead Practitioner		
Grade	Point	AFTE
LP01	1	53,460
LP02	2	54,766
LP03	3	56,096
LP04	4	57,464
LP05	5	58,860
LP06	6	60,299
LP07	7	61,885
LP08	8	63,272
LP09	9	64,820
LP10	10	66,444
LP11	11	68,131
LP12	12	69,674
LP13	13	71,380
LP14	14	73,120
LP15	15	74,898
LP16	16	76,858
LP17	17	78,598
LP18	18	80,528

Special Needs		
Grade	Point	AFTE
SEN 1	1	2,787
SEN 2	2	5,497

TLR		
Grade	Point	AFTE
2A	1	3,527
2B	2	5,868
2C	3	8,611
1A	4	10,174
1B	5	12,520
1C	6	17,216

Unqualified Teachers			
Grade	Point	AFTE	Hourly
UQT1	1	24,066	19.02
UQT2	2	26,656	21.07
UQT3	3	29,248	23.12
UQT4	4	31,532	24.93
UQT5	5	34,126	26.98
UQT6	6	36,718	29.03

Classroom Teachers			
Grade	Point	AFTE	Hourly
M1	1	34,398	27.19
M2	2	36,373	28.75
M3	3	38,627	30.54
M4	4	41,075	32.47
M5	5	43,545	34.42
M6	6	46,839	37.03
U1	7	48,913	38.67
U2	8	50,668	40.05
U3	9	52,490	41.49
S1	10	55,518	43.89
S2	11	58,278	45.83
S3	12	59,170	46.63

L37	37	126,780
L38	38	129,880
L39	39	133,006
L40	40	136,299
L41	41	139,662
L42	42	143,128
L43	43	145,218

Appendix 3

TLR Structure – Sept 2025 Group 7 School

HEADTEACHER LD 30 – 36

Senior Deputy Head Teaching, Learning & Curriculum LD 24 - 28

Deputy Headteacher Teaching and Learning LD 18 - 22

Deputy Headteacher Pastoral & Behaviour LD 18 - 22

Deputy Headteacher Assessment & Sixth Form LD 18 - 22

Assistant Headteacher Attendance & Safeguarding LD 13-17

Assistant Headteacher Sixth Form LD 13-17

Director Creative Arts LP

Director of Examinations LP

Director of PE LP

Departments:	English	Biology, Physics, Chemistry, Applied Sc	Geography, History, RE, Politics,	RM, Food tech	PE + DoFE & whole-school ex-currlic timetable	Business, Economics, Computing, ICT	Maths	French, Spanish	Art, Textiles, Photography, Performing Arts, Oracy, Music	Psychology, Sociology	PSHCE	Pastoral/SEN
TLR type												
1c												
1b	HOD Eng	HOD Sci		HOD DT		Dir CompSci/Innov	HOD Maths					
1a												SENCO
2c								HOD MFL				Head of The Bridge
2b	Eng DH ITTCO	Sc KS5 Sc KS4 Sc KS3	HOD Geog HOD History						HOD Mu HOD PA		HOD PSHCE	Deputy Head of Sixth The Base Lead HOYs 7,8,9,10,11 Asst SENCO
2a	Eng KS3 Lit Co-ord				PE 2ic & DoFE				Art 2ic			EPQ Dep HOYs x 2

1c £17216

1b £12520

1a £10174

2c £8611

2b £5868

2a £3527