



Pay Policy 2025

Fulbourn Primary School

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Definitions:

- Headteacher also means Chief Executive Officer, Executive Principal, Principal, Head of School
- School also means Academy or Academies
- Governors also means Trustees or Directors
- Pay Body means governing body for a Maintained School, Single Academy or Trustees, Directors or Members of a Trust (according to the employer's Scheme of Delegation).

1. Introduction

September 2025 Pay Award

- 1.1. The minimum and maximum of the pay ranges and allowances for the September 2025 pay award are set out in the STPCD 2025.
- 1.2. The Pay Body will operate the Pay Policy as the 'relevant body', as defined in the STPCD, and for the pay arrangements agreed for all the support staff which will:
 - 1.1.1. Grade posts appropriately within the conditions of employment identified in the current STPCD and the conditions of service for support staff employed by the Pay Body.
 - 1.1.2. Take into account pay relativities between posts within the teachers of the Pay Body and support staff of the Pay Body.
 - 1.1.3. Ensure that the annual appraisal of all teaching staff, including those absent from duty for any reason, is fairly and properly conducted in accordance with the School's Appraisal Policy as soon as possible by 31 October 2025, at the latest; 31 December 2025, for the Headteacher.
 - 1.1.4. Where a pay determination leads or may lead to the start of a period of safeguarding, the Pay Body will give the required written statement of notification as soon as possible, and no later than one month after the date of the determination.
 - 1.1.5. Ensure that discretion available under the STPCD is exercised in a fair and equitable manner.
 - 1.1.6. Give recognition to assigned Teaching and Learning Responsibilities (TLR), whether for a permanent post, an acting period, or a temporary project (TLR3).
 - 1.1.7. Comply with the salary safeguarding arrangements in the current STPCD.
 - 1.1.8. Ensure that an appropriate evaluation process is used to determine the salary range for members of support staff.
- 1.3. This policy statement will be available to employees of the Pay Body.

2. Delegation of Decision Making

Headteacher

- 2.1. The Pay Body will delegate the day-to-day management of this policy to the Headteacher, except where stated otherwise. Where the Headteacher has used discretion, as allowed under certain provisions of the STPCD and the pay provisions for support staff, they will ensure the Pay Body is informed.
- 2.2. The Headteacher shall make annual recommendations on the salary of all employees to the Pay Body, to be effective from 1 September. This will include sufficient information for the Pay Body to assess their position with regard to the gender pay gap reporting requirements and public sector equality duty.
- 2.3. The Headteacher will have regard for the budget and the requirements of employment legislation; in particular the following, and shall seek advice as and when required:
 - The Equality Act 2010 (including requirements under the Public Sector Equality Duty and Gender Pay Gap reporting requirements)
 - The Employment Rights Act 1996
 - The Employment Relations Act 1999
 - The Employment Act 2002
 - The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
 - The ACAS Code of Practice (section 199 of the Trade Union and Labour Relations (Consolidation) Act 1992)
 - The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002

An Appropriate Committee Structure

- 2.4. The Pay Body will appoint a committee of governors (hereafter referred to as the "Review Committee") who will be responsible for making decisions arising out of this policy. The number of governors on the committee shall normally be five, of which at least three governors shall sit in rotation. Staff Governors cannot be a member of this committee.
- 2.5. The Pay Body will also appoint a committee of governors (hereafter referred to as the "Review Appeal Committee") to hear any appeals. The number of governors on the committee shall normally be five, of which at least three governors shall sit in rotation. These Governors must be different Governors to those that sit on the Review Committee and cannot be employed by the Pay Body.
- 2.6. The Clerk to the Pay Body will be responsible for arranging meetings of the above Committees. Such meetings will normally be arranged within 20 working days of the date the employee requests the meeting, and five working days' notice of the date and time of the meeting will be given.

Those entitled to attend meetings of these Committees are outlined in Appendix A and B.

Review of Recommendations to, or Decisions of, the Review Committee

- 2.7. Prior to submitting a salary recommendation to the Review Committee, the Headteacher (or Chair of the Appraisal Review Committee in the case of the Headteacher, see 2.21) will inform the employee of their recommendation along with confirmation as to when the Review Committee is meeting.
- 2.8. If an employee is not satisfied with the pay recommendation, they will have the opportunity to discuss the recommendation informally with the appraiser or Headteacher (or Chair of the Appraisal Review Committee in the case of the Headteacher) before the recommendation is passed to the Review Committee.
- 2.9. If the employee does not agree with the recommendation, they are entitled to attend a meeting with the Review Committee. The employee must, however, provide a written statement in advance of this meeting.

This statement must indicate the reason/s why they disagree with the recommendation and must fall within one or more of the following:

That the recommendation:

- incorrectly applied any provision of the appropriate salary and/or appraisal policy
- in the case of a teacher, who failed to have proper regard for the STPCD statutory/contractual guidance
- failed to take proper account of relevant evidence
- took account of irrelevant or inaccurate evidence
- was biased; or
- otherwise unlawfully discriminated against the employee

The employee will have at least five working days' notice between the date they are informed of the recommendation and the date of the meeting of the Review Committee to confirm to the Clerk of the Pay Body that they wish to attend the meeting and to provide the written statement. The statement should be submitted to the Clerk of the Pay Body who will provide a copy to the Review Committee and the Headteacher (or Chair of the Headteacher's Appraisal Review Committee, in the case of the Headteacher) prior to the meeting.

- 2.10. At the meeting, the employee will have the opportunity to make representations, including presenting evidence, calling witnesses and the opportunity to ask questions.
- 2.11. The decision of the Review Committee will be provided to the employee in writing, along with details of how to appeal (see below).
- 2.12. The procedure to be followed for the review hearing is attached in Appendix A.

Appeals against Salary or Appraisal Decisions

- 2.13. The employee may appeal against the decision of the Review Committee. Any appeal must be made in writing to the Clerk to the Pay Body, within five working days of receipt of the Review Committee's decision. The appeal should outline the grounds for appeal, in line with 2.9 above.
- 2.14. The decision of the Review Appeal Committee shall be final. Once an appeal has been resolved, the final decisions regarding the assessment of salaries shall be reported to the Pay Body.
- 2.15. The procedure to be followed for the appeal is attached in Appendix B of this policy.

Threshold Application

- 2.16. An application must be made by 1st October and submitted to the Headteacher.
- A successful applicant will progress to a point on the upper pay range determined by the Headteacher from 1st September. Increases in pay will be effective from this date and will be backdated if required.
- The policy may determine that successful applicants will progress to the minimum of the upper pay range or delegate discretion to the Headteacher to determine to which point on the upper pay range the successful applicant may progress. See Appendix C.
- A successful applicant will have demonstrated through the appraisal process:
- that they are highly competent in all elements of the relevant standards; and
 - that their achievements and contributions are substantial and sustained.
 - See Appendix C for the Pay Body's definition of "highly competent" and "substantial and sustained".
- 2.17. The Headteacher shall inform the teacher of the recommendation they will be making to the Review Committee regarding the threshold application as soon as possible after the closing date has passed. The Headteacher shall provide verbal feedback on the relevant criteria indicated or, in the case of an unsuccessful application, in writing on the original application form. Feedback shall also include advice on aspects of performance that would benefit from further development. The process to be followed where the employee does not agree with the recommendation is as outlined in paragraphs 2.7 to 2.14.
- 2.18. Upper pay range decisions will only apply to posts under the employment of this Pay Body.

Statement of Salary

- 2.19. Salary assessment forms will be issued as soon as practicably possible to confirm salary decisions reached.

The Chair of the Pay Body

- 2.20. The Chair of the Pay Body will be available to the Headteacher for consultation, should they be required. For this reason, the Chair of the Pay Body may not be a member of the Review Committee or Review Appeal Committee.

The Appraisal Review Committee for the Headteacher's Review

- 2.21. The Pay Body will delegate three governors, none of whom shall be employees of the Pay Body, to carry out the appraisal review for the Headteacher. The delegated governors may be supported by an external adviser appointed by the Pay Body. The agreed objectives and indicators/measure may be referred for moderation to the Chair of the Pay Body.
- 2.22. It is the stated wish of the Pay Body that the delegated governors should be appropriately trained.

3. Exercise of Discretion Under the STPCD

Starting Salary of New Classroom Teacher Appointments

- 3.1. When advertising a teaching post the Pay Body, or delegated committee, will identify the range of salaries the Pay Body is prepared to pay, subject to qualifications and experience. The Pay Body has the discretion to match current/previous salaries, the appropriate salary will be offered in consideration of the merits of the application and the salary of teachers currently employed by the Pay Body.
- 3.2. Where the Headteacher or selection panel regards a teacher to have the relevant teaching experience or non-teaching experience, which is **directly relevant** to the post being offered, then an appropriate salary will be offered within the advertised range.
- 3.3. The Headteacher will confirm salary decisions, and the rationale behind them, to the appropriate committee of the Pay Body.

Calculation of Part-Time Teachers' Salaries

- 3.4. The Pay Body will ensure that all part-time teachers employed by the Pay Body will have their salaries calculated in accordance with the STPCD and the "pro-rata principle", except where a part-time teacher is awarded a TLR3.
- 3.5. The Pay Body will ensure that the total amount of time for which a part-time teacher may be directed is calculated in accordance with the STPCD and the "pro-rata principle".
- 3.6. All part-time teachers will be advised of how their salary and directed time are calculated.

Recruitment/Retention Incentives

- 3.7. The Pay Body may have a policy regarding any payment of recruitment/retention incentives or benefits in accordance with paragraph 27 of the STPCD.
- 3.8. The policy adopted by the Pay Body will be made known to employees and set out as Appendix D to this policy.

Staffing Structure

3.9. The Headteacher will recommend, to the Pay Body, a staffing structure for the School that:

- Takes account of any financial limits determined by the Pay Body or delegated committees
- Identifies the posts to which allowances will be allocated for permanent TLRs, in accordance with the requirements of the STPCD
- Will determine the value of any TLR post that is to be paid for a short-term period. A statement identifying a payment within the range for TLR3, the length of time for which it will be paid, and the reason for the short-term payment will be provided to the appropriate committee of the Pay Body
- Identifies the level of allowance to be allocated to each permanent TLR post between the minimum and maximum limits set out for each TLR in the STPCD, and the different levels that may be paid within each TLR in the staffing structure in accordance with the STPCD
- Identifies the level of salary to be allocated to any Leading Practitioner posts together with the salary ranges to be assigned to each post
- Identifies posts to be paid on the leadership group pay range together with the salary ranges assigned to each post
- Identifies any post to which a salary from the Special Educational Needs (SEN) range of salaries will be allocated together with the level of each allowance to be paid
- Identifies the staffing structure for support staff posts together with the evaluated salary range assigned to each post

The staffing structure and pay ranges approved by the Pay Body shall be published with this pay policy.

3.10. If the recommendation contains changes in the staffing structure that will directly impact on employees employed by the Pay Body, employees and recognised trade unions will be informed and consulted under appropriate procedures before the final salary structure is followed.

Special Educational Needs

3.11. The Pay Body will award an allowance to any teacher who satisfies the requirement of the STPCD, paragraph 21.

3.12. The post and allowance/s will be identified in the staffing structure and will be spot salaries selected from the SEN range. The value of allowances should be based on whether any mandatory qualifications are required, other qualifications and expertise relevant for the post and the relative demands of the post.

4. Pay Progression for Teachers Paid on the Main Pay Range, Upper Pay Range, Leading Practitioners Pay Range and Unqualified Teachers Pay Range (see Appendix E)

- 4.1. On or before 1st September of each year, or as soon as possible thereafter, the Headteacher will consider whether or not to increase the salary of teachers who have completed a year of employment since the previous annual pay determination.
- 4.2. Pay progression must be awarded to teachers on the Unqualified, Main, Upper and Lead Practitioner Pay Ranges, except where the teacher is in capability proceedings, in which case the Headteacher may decide to withhold progression
- 4.3. The Review Committee will receive the pay recommendations from the Headteacher by 31st October of the current year at the latest and will then make any decisions relating to salary increase or otherwise. Any awards will be backdated to 1st September of the current year.
- 4.4. In the case of early career teachers (ECTs), the Headteacher must determine the teacher's performance and any pay recommendation by means of the statutory induction process set out in the Education (Induction Arrangements for School Teachers) (England) Regulations 2012. The Headteacher must also ensure that ECTs are not negatively affected by the extension of the induction period from one to two years. This change does not prevent a school from awarding pay progression to ECTs at the end of the first year.
- 4.5. In the case of Leading Practitioner posts, the Pay Body may decide to include such a post in the structure where it receives a recommendation from the Headteacher to consider this.
- 4.6. Where a leading practitioner is appointed the Pay Body shall select an individual post range on the pay range designated for leading practitioners, taking into account the criteria set out in Appendix F
- 4.7. Where a teacher has been absent through long-term illness or on maternity leave (or other long-term leave) the Headteacher will ensure that a review has been conducted. If a review cannot be conducted until the teacher returns to school, the Headteacher will conduct a review following the teacher's return. If the recommendation is to pay the teacher on a higher salary in the appropriate pay range the award may be backdated to the date on which the award would normally have been paid.

5. The Leadership Group (See Appendix G)

Deputy and Assistant Headteachers

- 5.1. The Pay Body, following consideration of the relevant criteria set out in the STPCD, will determine the pay range for a newly appointed Deputy Headteacher or Assistant Headteacher's salary. These should be determined with reference to the School's Headteacher Pay Range (see 5.7 – 5.13 below).
- 5.2. At the time of appointing a new Deputy Headteacher or Assistant Headteacher, the selection panel of the Pay Body shall determine the salary point on the pay range. The selection panel shall have regard to advice available from persons engaged by the Pay Body.

Pay Progression for Deputy and Assistant Heads

- 5.3. On or before 31st October of each year, or as soon as possible thereafter, the Headteacher will consider whether or not to increase the salary of any Deputy or Assistant Headteachers who have completed a year of employment since the previous annual pay determination.
- 5.4. Pay progression must be awarded to teachers on the Leadership Pay Range, except where the teacher is in capability proceedings, in which case the Headteacher may decide to withhold progression
- 5.5. The Review Committee will receive the pay recommendations from the Headteacher by 30th November of the current year at the latest and will then make any decisions relating to salary increase or otherwise. Any awards will be backdated to 1st September of the current year.
- 5.6. Where there are substantial difficulties in retaining the services of a current Deputy Headteacher or Assistant Headteacher the Pay Body may decide to change the salary range in accordance with the STPCD. Only in exceptional circumstances may the Deputy Headteacher or Assistant Headteacher's range overlap the Headteacher's pay range.

Headteachers Determination of Leadership Group Salaries

Group of the School; Headteacher Pay Range (HTPR) and Pay Ranges for Other Members of the Leadership Group

- 5.7. On an annual basis, the Pay Body will recalculate the group size of the school to ensure that the unit total of the school is still correct.
- 5.8. The Pay Body will assign the school to the appropriate Headteacher Group (HTG) whenever a new Headteacher is to be appointed and on such occasions as the Pay Body sees fit. The Headteacher may make representations to the Review Committee to consider assigning the School to a new HTG.
- 5.9. If the Pay Body changes the group of the School having re-calculated the unit total, the Pay Body will identify any new HTPR which will ensure that the minimum of the HTPR is not below the minimum of the salary range for the HTG.
- 5.10. The HTPR of the School shall be a range of consecutive salary points selected by the Pay Body within the HTG range for the School.
- 5.11. The Recruitment Selection Committee, set up to appoint a new Headteacher, shall determine the salary point on the HTPR for the new Headteacher to be paid, ensuring that there is room for salary progression. The Recruitment Selection Committee shall have regard to advice available from persons engaged by the Pay Body.
- 5.12. If the Pay Body agrees to the Headteacher also being made the Headteacher of another School permanently, the Headteacher's salary will be determined in accordance with STPCD (paragraph 6.6).
- 5.13. Where such a decision is made then the Pay Body will also review the salary ranges of any other teachers affected by the arrangement by increased responsibilities. Where such arrangements are temporary the safeguarding provisions will not apply.

Annual Review of Headteacher's Salary

- 5.14. At the beginning of each academic year, or at any such time deemed appropriate the Pay Body (in consultation with the Headteacher) may decide whether or not to increase the salary of the Headteacher. The Appraisal Review Committee referred to in 2.21 will agree with the Headteacher or (in the absence of an agreement) set objectives together with indicators/measures appropriate to each objective. The objectives will reflect the priorities identified in the School's development plan.
- 5.15. The salary progression decision must be informed by a written recommendation included in the Headteacher's annual appraisal report. The Pay body should consider this recommendation when deciding on any salary increase.
- 5.16. Pay progression must be awarded to teachers on the Leadership Pay Range, except where the teacher is in capability proceedings, in which case the [Governors] may decide to withhold progression
- 5.17. If a previous document set a pay range where the maximum salary is higher than what is allowed under the current guidelines, the Headteacher will continue to receive the higher salary until the pay range is reviewed and updated according to the new guidelines.
- 5.18. An external adviser appointed by the School will support the Appraisal Review Committee in carrying out the annual review of the Headteacher. The review and review statement will be conducted in accordance with the Pay Body's Appraisal Policy.
- 5.19. Prior to submitting the recommendation to the Review Committee, the Appraisal Review Committee will advise the Headteacher of the proposed pay recommendation. If they are not satisfied with the recommendation, they may seek a review in accordance with 2.8 – 2.10 above.
- 5.20. In the Autumn Term of each year, (or where determined differently by the Pay Body as referred to in 5.14 above, in the half term immediately prior to the anniversary of the setting of the criteria), the Review Committee will receive a written recommendation from the Appraisal Review Committee (having consulted the Chair of Pay Body, if they are not an appraisal review governor).
- 5.21. The recommendation will include a rationale for the proposed level of salary to be paid from 1st September, including the recommended salary level and any additional payments as identified in the STPCD, paragraph 10. Any proposed progression within the HTPR will identify the recommended number of points proposed.
- 5.22. The Review Committee will consider the recommendation, together with any representations from the Headteacher, and inform the Headteacher in writing by providing a salary statement, by 31st December, to be backdated to 1st September.
- 5.23. The Headteacher will have the right to appeal against the decision of the Review Committee in accordance with the procedure set out in paragraph 2.13 of this policy.

Determination of Discretionary Payments to Headteachers

- 5.24. The Pay Body may decide to pay additional payments to the Headteacher in accordance with paragraph 10 of the STPCD.

5.25. Where a decision is made to increase the Headteacher's salary beyond the maximum of the appropriate HTG determined in accordance with paragraphs 5.24 above, the total sum of all payments made to the Headteacher will not exceed 25 per cent of the maximum of the HTG, except in wholly exceptional circumstances, which will be approved by the Pay Body.

5.26. If it is considered necessary to exercise the provision set out in 5.24 above, the Pay Body will take external independent advice in accordance with paragraph 9.3 of the STPCD before agreeing to such a decision.

Acting Up Allowances

5.27. If during any absence of the Headteacher, Deputy or Assistant Headteacher or a TLR post holder, a teacher is assigned and carries out the duties of the post, then the Pay Body will consider within four weeks of the duties being assigned whether or not the teacher shall be paid an acting allowance calculated in accordance with 5.28 below. If no allowance is paid the Pay Body may reconsider the position at any time.

5.28. In the prolonged absence of the Headteacher, a Deputy Headteacher, an Assistant Headteacher or a TLR post holder, the Pay Body may appoint a teacher to act up during the absence of the post holder. From the date that the Pay Body considers it necessary to make an acting appointment, an allowance will be paid equal to the difference between the salary currently paid to the person appointed to act up and a point considered appropriate by the Pay Body. The relevant conditions of service detailed within the STPCD will apply to any person in receipt of such an acting allowance.

6. Additional Payments for Teaching Staff

6.1. If the Headteacher, following consultation with the teacher/s affected, requests teachers to undertake:

- CPD to be undertaken outside of the school day;
- Activities relating to the provision of ITT as part of the ordinary conduct of the school day; or
- Out of school hours learning activities,
- then payments, as below, will be made to teachers agreeing to participate in such activities.

6.2. The daily rate payable to each teacher undertaking such CPD or ITT activities will be determined by the Pay Body. Periods of less than a day will be paid pro-rata.

6.3. Where additional responsibilities and activities are undertaken by a teacher resulting from the Headteacher having responsibility for more than one School, as provided for in paragraph 5.12 of this policy, the Review Committee of the Pay Body will review the teacher's salary to reflect the additional responsibilities and activities. The decision of the Review Committee will be reported to the next meeting of the Pay Body.

7. Unqualified Teachers

7.1. The Pay Body may employ unqualified teachers/instructors in the School. Such unqualified teachers will be paid in accordance with paragraph 17 of the STPCD.

- 7.2. The point on the Pay Body's unqualified teacher range, within the maximum and minimum of the range as set out in paragraph 17 of the STPCD, at which a new appointment will be paid, will be determined by the Headteacher, in consultation with the Chair of the Pay Body, and will take account of the qualifications and experience considered to be relevant to the post.
- 7.3. In addition to the appropriate point on the unqualified teachers' pay range the Headteacher, in consultation with the Chair of the Pay Body, may award an additional annual allowance in accordance with paragraph 22 of the STPCD to a person appointed as an unqualified teacher who either takes on a sustained additional responsibility, which is focussed on teaching and learning and requires the exercise of a teacher's professional skills and judgement or who the Headteacher and Chair of the Pay Body believes has additional qualifications and/or experience to warrant such an award.
- 7.4. The Headteacher will report any award of such an allowance to the Review Committee of the Pay Body.
- 7.5. The arrangements for salary progression (outlined in 4.1 – 4.7 above) and salary safeguarding for teachers also apply to unqualified teachers.

8. Salaries of Support Staff

- 8.1. On appointing a member of support staff the job description determined for the post will be evaluated in accordance with the adopted job evaluation scheme or via benchmarking internally and externally. Advice on appropriate evaluation processes will be sought from persons engaged by the Pay Body.
- 8.2. The Headteacher, in consultation with the Chair of the Pay Body, will determine the appropriate point on the evaluated range having regard to:
- Relevant qualifications and/or competencies; and
 - Recruitment/retention needs of the school in respect of the post.

The decision of the Headteacher will be reported to the Review Committee.

- 8.3. If at any time the Headteacher, in consultation with the Chair of the Pay Body, considers that a member of the support staff is being asked to undertake increased or decreased responsibilities permanently, the job description may be re-evaluated. If the evaluation provides for a higher salary, that salary will be paid to the post holder from a date determined by the Headteacher and, in the case of a temporary increase in responsibility, the date to which the new salary will be paid will also be stated. If the evaluation provides for a lower salary, the employee will be entitled to salary safeguarding for a period in accordance with the Local Authority's policy for Community Schools. The new salary level will be reported to the Review Committee at its next meeting.
- 8.4. The Headteacher will make any recommendation to the Review Committee in respect of the salary of any member of the support staff to take effect annually on 1st September. Where the Headteacher considers it appropriate, a recommendation to the Review Committee that a named member/s of the support staff shall be awarded an honorarium for the excellence of their performance during the previous year. The honorarium may either be paid as a lump sum payment at the next salary payment after the Review Committee's decision or as a 1/12 increase in monthly salary over the next year.

8.5. If any member of support staff wishes to appeal against their salary level they may ask for a re-evaluation of their job description. If a member of the support staff decides to appeal against a decision of the Review Committee, then they shall enter a formal written statement of appeal. The appeal shall be heard by the Review Appeal Committee referred to in paragraph 2.5 above.

8.6. Support Staff pay scales are set out in Appendix H.

9. Apprentices

9.1. Apprentices will **not** be paid with in line with Appendix E or H, rather the rates of pay will be determined with reference to the Government's statutory minimum rates for apprentices that take into account the apprentices age and the year of their apprenticeship.

10. Salary Sacrifice Scheme

10.1. The Pay Body will support and encourage any salary sacrifice scheme as identified in the STPCD and made available by the Local Authority, from which teachers or support staff employed in the School benefit where there is no additional cost to the Pay Body's budget.

11. Review of the Policy

11.1. The Pay Body will review this policy annually, or on any occasion when it is requested to do so by the Headteacher.

11.2. The Pay Body will consult with employees and the recognised trade unions at the time of the annual or any other review of the policy, where changes are made that affect the application of the policy.

11.3. However, where amendments to the policy are made that do not affect the application of the policy, these changes will not be consulted on. The revised document will be circulated to staff.

Appendix A: Procedure for a Review of a Salary Determination by the Review Committee of the Pay Body

This procedure complies with the guidance of the Secretary of State 'Implementing your School's Approach to Pay'.

1. Case for the Employee

The employee is entitled to be accompanied by a representative of their trade union or a workplace colleague.

The employee or representative:

- a) Presents the employee's written application for review.
- b) The members of the Review Committee may ask questions of the employee.

2. The Chair of the Review Committee:

- a) Explains the process and evidence used to come to the recommendation/decision under review with reference to the written statement of reasons for the recommendation/decision previously provided to the employee.
- b) If the Review Committee has asked the Headteacher (or a governor as referred to in note 3 below) to be present at the hearing the Headteacher (or governor) may be asked questions by members of the Review Committee, and the employee or representative.

3. Summing Up and Withdrawal

- a) The employee, or representative, has the opportunity, to sum up, their case if they so wish.
- b) All persons other than the members of the Review Committee and the adviser (See note 5 below) are then required to withdraw.

4. Review Committee Decision

- a) The Review Committee and the person who is advising, (other than the Headteacher or a governor) are to deliberate in private, only recalling other persons to clear points of uncertainty on evidence already given. Any recall will involve both parties.
- b) The Chair of the Review Committee will announce the decision of the review to the employee, which will be confirmed in writing within five working days.

Notes:

1. For the purposes of the review, the Review Committee and the employee will have the following documents:
 - The written statement of reasons for the recommendation/decision previously provided to the employee.
 - The written statement of reasons for the application for the review from the employee. (The grounds for the appeal must comply with paragraph 2.9 of the pay policy).
 - Any additional documents to be used at the review hearing which must be provided to the other party at least 48 hours before the commencement of the hearing.
2. For the purposes of the review, the Review Committee may ask the Headteacher (or in accordance with note 3 below, a governor) to be present. In that event, the Headteacher (or governor) may also be asked questions by the members of the Review Committee and by the employee or their representative. The Headteacher (or governor) may **not** be involved in the decision of the Review Committee.
3. Where the Headteacher has asked for the review, the Review Committee may ask the Chair of the Pay Body or a representative of the governors referred to in 2.20 above to be present.
4. The Review Committee may have an adviser present.
5. The review is not an appeal against the recommendation/decision.

Appendix B: Procedure for an Appeal against a Salary Decision of the Review Committee to the Review Appeal Committee of the Pay Body

This procedure complies with the guidance of the Secretary of State 'Implementing your School's Approach to Pay'.

1. The Appeal of the Employee

The employee is entitled to be accompanied by a representative of their trade union or a workplace colleague.

The employee or representative:

- a) Introduces the employee's written reasons for the appeal and the representative of the Review Committee and then members of the Review Appeal Committee may ask questions of the employee.
- b) May call witnesses, each of whom will have provided a written statement of the information they wish to give, and each witness may be asked questions by the representative of the Review Committee and then by the Review Appeal Committee.

2. The Response of the Review Committee

The representative of the Review Committee:

- a) Explains the process and evidence used to come to the decision being appealed with reference to the written statement of reasons for the decision of the Review Committee previously provided to the employee, and the employee or representative and then members of the Review Appeal Committee may ask questions of the representative of the Review Committee.
- b) May call witnesses, who will have provided a written statement of the information they wish to give, and each witness may be asked questions by the employee or their representative and then by the Review Appeal Committee.

3. Summing Up and Withdrawal

- a) The representative of the Review Committee has the opportunity, to sum up, if they so wish.
- b) The employee, or representative, has the opportunity, to sum up, their case if they so wish.
- c) All persons other than the Review Appeal Committee and its adviser (see note 4 below) are then required to withdraw.

4. Review Appeal Committee Decision

- a) The Review Appeal Committee and adviser are to deliberate in private, only recalling the parties to clear points of uncertainty on evidence already given. Any recall must involve both parties.
- b) The Chair of the Review Appeal Committee will announce the decision to the employee, which will be confirmed in writing.

Notes:

1. The employee will be invited to the appeal meeting in writing giving no less than [5/10] days' notice of the meeting.
2. For the purposes of the appeal, the Review Appeal Committee will have the following documents:
 - The written statement of reasons for the Review Committee decision was previously provided to the employee.
 - The written statement of reasons for the appeal from the employee. (The grounds for the appeal must comply with paragraph 2.9 of the pay policy).
 - Any additional documents to be used at the appeal hearing which must be provided to the other party at least 48 hours before the commencement of the hearing.
2. For the purposes of the appeal, the Review Committee representative may call the Headteacher (or in accordance with note 3 below, a governor) as a witness for the Review Committee. In that event, the Headteacher (or governor) may be questioned as a witness.
3. Where the Headteacher has asked for the review the representative of the Review Committee may call the Chair of Governors and/or one of the governors referred to in paragraph 2.21 of the policy above as a witness.
4. The Review Appeal Committee may appoint an adviser who may not be an employee of the Pay Body.

Appendix C: Access to the Teacher's Upper Pay Range

Any qualified teacher who has made substantial progress towards the maximum of the main classroom teacher's scale may apply to the headteacher to be paid on the Upper Pay Range. An application may only be made once in an academic year and must be made to the Headteacher by 1st October. Decisions will be made by 31st October. Fulbourn Primary School will not be bound by pay decisions made by other schools.

A successful applicant will have demonstrated that:

- As a teacher s/he is highly competent* in all elements of the relevant standards;
- His/her achievements and contributions to school are substantial* and sustained*.

For the purposes of this pay policy:

- Highly competent means performance which is not only good, but is good enough to provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice and how to make a wider contribution to the work of the school in order to help them meet the relevant standards and develop their teaching practice.
- Substantial means of real importance, validity and value to the school; provide a role model for teaching and learning; make a distinctive contribution to the raising of pupil standards; take advantage of appropriate opportunities for professional development and use the outcomes effectively to improve pupils' learning and achievement.
- Sustained means maintained continuously over a period of 3 years.

The application shall be in the form of the annual appraisal document (and two previous appraisal reports which meet the criteria) with supplementary evidence to be considered which reflects the applicant's achievement over a 3 year period. All applications will be assessed robustly, transparently and equitably by the head teachers. A successful applicant will progress to the minimum point of the Upper Pay Spine, where it is expected that the level of performance assessed will be at least maintained.

Progression on the upper pay scale will be considered after two years at UP1 and after three years at UP2. Any further progression on the upper pay spine will be dependent on:

- Fully meeting or exceeding performance management objectives on the upper pay spine for a sustained* period, with evidence of impact.
- Movement to UP2: Additional evidence of outstanding practice in at least three quarters of the Teachers' Standards. Taking on further critical responsibilities which have had a significant impact on school development.
- Movement to UP3: Consistent demonstration and evidence of outstanding practice across all of the teacher standards for a sustained* period, including teaching regularly being observed as 'outstanding' and evidence of substantial impact across the school. Taking on additional critical responsibilities to those undertaken at UP2 which have a significant impact on school development.

Where the SLT determines that a teacher is having an exceptional impact on school standards within a shorter period than is 'sustained' he/she may be considered for further progression, as long as there is sufficient evidence that the impact is likely to be sustained.

Appendix D: Teachers: Recruitment and Retention Allowances or Benefits

This annex identifies the circumstances under which the Pay Body will pay allowances and/or benefits for the purposes of recruiting and retaining teachers. If a recruitment allowance is paid it should only be allowed to continue after the review date if there is reason to make a retention allowance. A retention allowance, if paid, should have a review date after which the allowance will be withdrawn.

Recruitment or retention allowances will be pensionable payments. On expiry of a recruitment allowance it may be replaced by a retention allowance. Decisions on recruitment allowances or retention allowances will be made by the Headteacher, following consultations with the Resources Committee of the Governing Body.

Prior to consultation the Headteacher will set out:

- 1) The reasons why the teacher or member of support staff should attract a recruitment or retention allowance with reference to other allowances awarded and any available recruitment or retention information.
- 2) The start and end dates of the allowance.
- 3) The amount of the allowance and its percentage of substantive salary, which will not exceed 10%.

The decision to award a recruitment or retention allowance will be communicated to the employee in writing, stating the start date and end date, the amount and whether it is a recruitment or a retention allowance. The decision to award a recruitment or retention allowance will be reported to the Pay Review Committee at the next meeting.

Appendix E: The Salary Points and Progression on the Main, Upper and Unqualified Teacher Pay Ranges

The Main Pay Range for 2025

The starting salary points for the main pay range 2025 are set out below.

- £32,916 in the Rest of England
- £34,398 in the Fringe
- £37,870 in Outer London
- £40,317 in Inner London

Any part-time teachers whose full-time equivalent basic earnings meet the eligibility criteria receive the award on a pro-rata basis according to their working hours.

The award should be paid to all eligible teachers, whether located on a published pay point or not and should be independent of any progression considerations.

The treatment of teachers between existing published pay points, including the management of possible leapfrogging, will be at the discretion of the relevant body, which should ensure that no teachers located just above the pay thresholds for eligibility are significantly disadvantaged, relative to other teachers.

Relevant bodies should ensure that implementation of the pay award complies with the National Living Wage policy.

Salary Points on Main Pay Range

		England & Wales	Fringe	Outer London	Inner London
Main Pay Range	M1 (MPR minimum)	32,916	34,398	37,870	40,317
	M2	34,823	36,373	39,851	42,234
	M3	37,101	38,627	41,935	44,238
	M4	39,556	41,075	44,128	46,339
	M5	42,057	43,545	46,800	48,952
	M6 (MPR maximum)	45,352	46,839	50,472	52,300

Salary Points on Upper Pay Range

		England & Wales	Fringe	Outer London	Inner London
Upper Pay Range	U1 (UPR Minimum)	47,472	48,913	52,219	57,632
	U2	49,232	50,668	54,151	60,464
	U3 (UPR Maximum)	51,048	52,490	56,154	62,496

Salary Points on Unqualified Pay Range

		England & Wales	Fringe	Outer London	Inner London
Unqualified Teacher Pay Range (UTPR)	U1 (UTPR Minimum)	22,601	24,066	26,789	28,343
	U2	25,193	26,656	29,383	30,935
	U3	27,785	29,248	31,974	33,528
	U4	30,071	31,532	34,265	35,814
	U5	32,667	34,126	36,856	38,402
	U6 (UTPR Maximum)	35,259	36,718	39,450	40,994

Appendix F: Teachers: The Appointment of Leading Practitioners

We do not currently have any Leading Practitioners at Fulbourn Primary School.

Appendix G: Salary Ranges and Arrangements for Teachers Paid on the Leadership Group Range

Headteacher

The headteacher will be paid on an eight point Individual School Range. Fulbourn Primary School is a Group 2 school and, following consultation with EPM and the Governing Body the ISR for 2025-26 is set at L14-L21.

The salary of the headteacher will be reviewed annually in accordance with section 5 of this policy. Where the HTPM review committee agree that the headteacher has satisfactorily met their performance management objectives, they will recommend an increase of one point on the leadership pay range. Where the HTPM review committee considers outstanding performance to have been made and judge, from evidence provided, that the headteacher has had an exceptional impact on the improvement and development of the school, they may recommend an increase of two points.

Assistant Headteacher

The assistant head will be paid on a five point range, set for 2025-26 at L03-L07.

The salary of the assistant headteacher will be reviewed annually in accordance with section 5 of this policy. Where the headteacher agrees that the assistant head has satisfactorily met their performance management objectives and has fulfilled the criteria for outstanding class teaching (as identified for Upper Pay Scale teachers in annex 3), they will recommend to the pay review panel an increase of one point up the leadership pay range. Where the headteacher considers that the assistant headteacher has had an exceptional impact on the improvement and development of the school, they may recommend an increase of two points.

Appendix H: Support Staff pay scale – effective 1st April 2025

NJC Teaching Assistants Pay Scale 2025

Grade	SCP	per annum	per hour
1A	2	£24,413	£12.65
	3	£24,796	£12.85
1B	3	£24,796	£12.85
	4	£25,185	£13.05
2	5	£25,583	£13.26
	6	£25,989	£13.47
3	7	£26,403	£13.68
	8	£26,824	£13.90
	9	£27,254	£14.13
	10	£27,694	£14.36
	11	£28,142	£14.58
4	12	£28,598	£14.82
	13	£29,064	£15.07
	14	£29,540	£15.31
	15	£30,024	£15.56
HLTA	16	£30,518	£15.82
	17	£31,022	£16.08
	18	£31,537	£16.35
	19	£32,061	£16.62

N.B. hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week).

NJC Local Government Employees Pay Scale 2025

Grade	SCP	per annum	per hour
1	2	£24,413	£12.65
	3	£24,796	£12.85
2	4	£25,185	£13.05
	5	£25,583	£13.26
3	5	£25,583	£13.26
	6	£25,989	£13.47
4	7	£26,403	£13.68
	8	£26,824	£13.90
	9	£27,254	£14.13
	10	£27,694	£14.36
	11	£28,142	£14.58
5	12	£28,598	£14.82
	13	£29,064	£15.07
	14	£29,540	£15.31
	15	£30,024	£15.56
	16	£30,518	£15.82
	17	£31,022	£16.08
6	18	£31,537	£16.35
	19	£32,061	£16.62
	20	£32,597	£16.89
	21	£33,143	£17.18
	22	£33,699	£17.47
SO1	23	£34,434	£17.84
	24	£35,412	£18.36
	25	£36,363	£18.84
SO2	26	£37,280	£19.32
	27	£38,220	£19.81
	28	£39,152	£20.29
PO1	27	£38,220	£19.81
	28	£39,152	£20.29
	29	£39,862	£20.66
	30	£40,777	£21.14
PO2	29	£39,862	£20.66
	30	£40,777	£21.14
	31	£41,771	£21.65
	32	£42,839	£22.21
PO3	32	£42,839	£22.21
	33	£44,075	£22.85
	34	£45,091	£23.37
	35	£46,142	£23.91
PO4	35	£46,142	£23.91
	36	£47,181	£24.46
	37	£48,226	£25.00
	38	£49,282	£25.54

PO5	38	£49,282	£25.54
	39	£50,269	£26.06
	40	£51,356	£26.62
	41	£52,413	£27.16
PO6	40	£51,356	£26.62
	41	£52,413	£27.16
	42	£53,460	£27.71
	43	£54,495	£28.25

N.B. hourly rate calculated by dividing annual salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week).