

## **Leicester City Council Approved Pay Structure for Teachers**

In acknowledging the STPC Document, and the need to adhere to the statutory elements, the scheme provides recommendations from the LA on the application of discretionary elements in regard to Teachers' pay, for Governing Bodies to adopt and incorporate into the schools pay policy.

### **1. Purpose of the salary scheme**

- 1.1 To provide a coherent and transparent city wide scheme for the remuneration of teachers employed in maintained schools in the City of Leicester.
- 1.2 To provide clear, budget predictability for teacher staffing costs for schools working as part of the Local Authority scheme so that the annual budget allocation can be appropriately managed.
- 1.3 To provide a direct incentive to the best qualified, most able teachers to seek to work in schools in Leicester.
- 1.4 To offer teachers who choose to work in schools covered by the Leicester scheme a clear, transparent career pay structure including an identifiable progression route in the early years of teachers' careers.
- 1.5 To ensure teachers who choose to work in Leicester City Local Authority maintained schools within the scheme will have their experience recognised through this pay scheme and will not be financially disadvantaged when transferring between schools within the City, where the school is also part of the salary scheme.
- 1.6 To provide an equitable basis for collaborative working between schools.

### **2. Structure and Functioning of the Main Pay Spine**

- 2.1 Each year the government will identify a minimum spot point for Teachers' Pay on the main pay spine. The government will also identify a maximum point. These will determine the minima and maxima operated in Leicester schools.
- 2.2 Between these two points under the Leicester Approved Pay Structure there will be four additional graduated spine points rewarding enhanced experience as a teacher. These will be spaced equally between the starting minimum (Point 1) and the final maximum (Point 6). The four points will be determined annually by the Local Authority in consultation with the recognised teacher Trade Unions/Professional Associations.
- 2.3 Annually each September a teacher will progress incrementally up the graduated pay spine unless there are formally identified concerns about the teacher's performance. In such circumstances progression will not take place until those concerns have been resolved, either using the appraisal process for teachers' experiencing difficulties or if this process has been exhausted, via the locally agreed formal capability procedure. Progression will then be when the teacher is deemed to be providing teaching of appropriate quality.

Although this document refers to the Headteacher, it also applies to the Principal / Line Manager / governors as appropriate, and Head of Service / Line manager for centrally employed teachers.

This local agreement refers to the STPCD term of Pay Range as Pay Spine, and spinal points within this.

- 2.4 A teacher on the Main Pay Spine may apply to pass through the Threshold, and thence move on to the Upper Pay Spine.

- 2.5 Any progression up the main pay spine will be permanent. Teachers moving to Leicester from other schools, colleges or academies will assimilate onto the Leicester Agreed Pay Structure at the point most nearly equivalent to their current salary.
- 2.6 Teachers moving between schools, colleges and academies that are part of the scheme in Leicester will assimilate to the same level on which they are currently paid, unless the transition takes place at the start of the Autumn Term in which case they will progress to the next point on the Pay Spine if they are below point 6.
- 2.7 Non-teaching experience may be recognised when placing new entrants to the profession on the main pay spine.

### **3. The Upper Pay Spine**

- 3.1 UPS progression will be based on annual appraisal and UPS standards. It will not require an application process.
- 3.2 Teachers on UPS are not required to undertake any other additional defined responsibilities other than those defined within the UPS standards.
- 3.3 UPS progression will not be adversely affected by a period of absence due to illness or due to maternity leave.
- 3.4 Any progression up the upper pay spine will be permanent. Teachers moving between schools within the City or moving to Leicester from other schools, colleges or academies will have their UPS status recognised and be paid at an equivalent level. This will facilitate teacher mobility and support equal opportunities.

### **4. Teaching and Learning Responsibility Payments**

- 4.1 The award of TLR payments will be made in accordance with the principles outlined in the STPC Document. Discretionary elements regarding the value of permanent TLR1 & 2 payments, and whether or not temporary TLR3 payments will be awarded, and at what value, will be in accordance with the schools pay policy, as adopted or amended from the LA's Model Pay Policy.

### **5. Leadership Pay Group**

- 5.1 The Governing Body of each school will set / review the ISR in accordance with the STPC Document.