

# Ysgol Aberconwy



## Pay Policy

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**THIS POLICY HAS BEEN APPROVED BY THE FULL GOVERNING BODY**

**Signed:**

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## **1. INTRODUCTION**

This policy sets out the framework for making decisions on staff pay. It has been developed to comply with current legislation and the requirements of the School Teachers' Pay and Conditions (Wales) Document 2025 (STPC(W)D) and has been consulted on with the recognised trade unions. A copy of this policy will be sent to all staff and a copy of all relevant documents on pay and conditions will be made available to staff by the school.

## **2. OBJECTIVES OF THE POLICY**

The objective of the policy is to:

- ensure that pay and staffing arrangements enable the current and future delivery of the curriculum and school improvement plans;
- support the recruitment and retention of high quality staff;
- recognise and reward staff for their contribution to school improvement;
- ensure that pay decisions are made in a fair and transparent way;
- ensure that available monies are allocated appropriately.

## **3. EQUALITIES LEGISLATION**

The Governing Body will comply with relevant equalities legislation and will promote equality in all aspects of school life, particularly as regards all decisions on advertising of posts, appointing, promoting and paying staff, training and staff development.

## **4. EQUALITY**

The Governing Body will ensure that its processes are open, transparent and fair. All decisions will be objectively justified. Adjustments will be made to take account of special circumstances, e.g. an absence on maternity or long-term sick leave. The exact adjustments will be made on a case-by-case basis, depending on the individual teacher's circumstances and the school's circumstances.

## **5. JOB DESCRIPTIONS**

The headteacher will ensure that each member of staff is provided with a job description in accordance with the staffing structure agreed by the Governing Body. Job descriptions will identify key areas of responsibility and may be reviewed from time to time, in consultation with the individual employee concerned, in order to make reasonable changes in the light of the changing needs of the school. Other than through a staffing restructure the job description will only be changed by agreement.

## **6. ACCESS TO RECORDS**

The headteacher will ensure access for individual members of staff to their own employment records and this will be accommodated within a reasonable time frame.

## **7. APPRAISAL**

The Governing Body will comply with the School Teacher Appraisal (Wales) Regulations 2011 concerning the appraisal of headteachers and teachers through the application of the school's Performance Management Policy.

## 8. PAY COMMITTEES

8.1. The Governing Body has established the following committees which have fully delegated powers to make decisions on pay, and, except in relation to the Headteacher's pay, will be advised by the Headteacher as appropriate.

- Pay Committee.
- Pay Appeals Committee.

Each committee should consist of at least 3 governors.

8.2. Governors will not make judgements about the effectiveness of individual staff. Their role is to satisfy themselves that any recommendation/decision has been made on the basis of evidence and in accordance with the Policy, and that correct procedures have been followed.

## 9. STAFFING STRUCTURE

The staffing structure sets out the number and pay ranges for all posts within the school and is available from the headteacher.

## 10. DISCRETIONARY PAY AWARD

Criteria for the use of pay discretions are set out in this policy and discretionary awards of additional pay will only be made in accordance with these criteria.

## 11. PAY TIMETABLE

11.1. The Governing Body will endeavour to adhere to the following timetable:

Date	External	Internal
April	Budget set (schools)	Complete PM review for support staff.
	Inflationary Pay Award for support staff	Pay Progression decision effective for support staff
September	Inflationary Pay Award for teachers	Pay Progression decision effective for teachers
31 October (last day of half term)		Written statement to teachers setting out their salary and any other financial benefits to which they are entitled

11.2. The salaries of all staff will normally be determined:

- annually on or after: 1 September, but no later than 31 October (teachers); 1 April (support staff);
- on appointment;
- at any other time as appropriate to reflect changes in circumstance or job description.

11.3. All staff will be informed in writing of their pay determination and the rationale for it each year according to the Pay Timetable and at any other time when a salary review takes place.

## 12. SAFEGUARDING

Where a pay determination leads or may lead to the start of a period of safeguarding, the Governing Body will comply with the relevant provisions of the STPC(W)D and will give the required notification as soon as possible and no later than one month after the determination. Ensure this is documented appropriately.

## 13. PROCEDURES

13.1. The Governing Body has delegated its pay powers to the pay committee. Any person employed to work at the school, other than the head, must withdraw from a meeting at which the pay or appraisal of any other employee of the school, is under consideration. A relevant person must withdraw where there is a conflict of interest or any doubt about his/her ability to act impartially. The headteacher must not be present when his/her pay is under consideration and pay decisions are being made in respect of his/her pay.

13.2. No member of the Governing Body who is employed to work in the school shall be eligible for membership of this committee.

13.3. The Pay Committee may invite a representative of the LA to attend and offer advice on the determination of the head's pay. The head will not be present when this advice is given and the representative of the LA will withdraw from the meeting when the decision is being made.

13.4. The terms of reference for the pay committee will be determined from time to time by the Governing Body. The current terms of reference are:

- to achieve the aims of the whole school pay policy in a fair and equal manner;
- to apply the criteria set by the whole school pay policy in determining the pay of each member of staff at the annual review;
- to observe all statutory and contractual obligations;
- to minute clearly the reasons for all decisions and report the fact of these decisions to the next meeting of the full Governing Body;
- to recommend to the Governing Body the annual budget needed for pay, bearing in mind the need to ensure the availability of monies to support any exercise of pay discretion;
- to keep abreast of relevant developments and to advise the Governing Body when the school's pay policy needs to be revised;
- to ensure that the Governing Body complies with the School Teacher Appraisal (Wales) Regulations 2011.

13.5. The report of the pay committee will be placed in the confidential section of the Governing Body's agenda and will either be received or referred back. Reference back may occur only if the pay committee has exceeded its powers under the policy.

### 13.6. Appeals procedure

The Governing Body has an appeals procedure in relation to pay in accordance with the provisions of the STPC(W)D. It is set out as an appendix to this pay policy (Appendix 1).

## 14. TEACHERS PAY – PAY RANGES

**14.1 Qualified teachers** will be paid on the Main Pay Range or the Upper Pay Range.

The pay ranges in this school have been divided into progression stages as follows:

<b>Main Pay Range</b>	£
Minimum: Point 2	33,731
Point 3	36,441
Point 4	39,249
Point 5	42,339
Maximum: Point 6	46,595
<b>Upper Pay Range</b>	
Minimum: Point U1	48,304
Point U2	50,095
Maximum: Point U3	51,942

#### 14.2 Unqualified Teachers will be paid on the Unqualified Pay Range.

The Pay Range for unqualified teachers in this school has been divided into progression stages as follows:

Minimum: Point 1	22,685
Point 2	25,322
Point 3	27,960
Point 4	30,596
Point 5	33,238
Maximum: Point 6	35,875

#### 14.3 Leading Practitioner Teacher Posts

The Governing Body notes the following pay scale for Leading Practitioner teacher posts paid on the Leading Practitioner Pay Range and if required will allocate an appropriate 3 point range having regard to the salary structure within the school and paragraph 15.2 below.

Leading Practitioner Pay Scale**	£
Minimum	52,939
Maximum	80,478

\*\* (Minimum and maximum salary values as in STPC(W)D 2025).

Such posts may be established for teachers whose primary purpose is the modelling and leading improvement of teaching skills, where those duties fall outside the criteria for the TLR payment structure.

**14.4 Leadership Group** - In relation to the statutory minimum/maximum pay range for member of the Leadership Group set out in the STPC(W)D, the Governing Body will apply reference points to create a 43 point scale as set out in Appendix 3 to this pay policy.

**14.4.1 Deputy and Assistant Headteachers** - will be paid within a 5 point range on the Leadership Pay Scale referred to above determined in accordance with the criteria specified in the STPC(W)D and para 23 below.

**14.4.2 The Headteacher** - will be paid within a 7 point range determined in accordance with the criteria specified in the STPC(W)D taking account of the Headteacher Group for the school and any specific/exceptional circumstances specific to the role/individual. (In line with para 21 below).

**14.4.3** The Governing Body has established the following pay ranges for the Leadership Group:-

- Headteachers Pay Range = L29-35
- Deputy Headteachers Pay Range = L16-20
- Assistant Headteachers Pay Range = L10-14

**14.4.4** The Governing body may also allocate an additional point on the leadership scale to any member of the leadership team when additional funding is received for the leadership of specialist resource bases.

**14.5** Account has been taken of the 2025 pay award as set out in the STPC(W)D. This document reflects these changes to the pay scales. Application of pay progression decisions will be as outlined in this policy.

## **15. PAY ON APPOINTMENT**

### **15.1 CLASSROOM TEACHERS**

15.1.1 The Governing Body will determine the pay range for a vacancy prior to advertising it. On appointment it will determine the starting salary within that range to be offered to the successful candidate.

15.1.2 In making such determinations, the Governing Body will apply the following principles:

15.1.3 The Governing Body undertakes that it will not restrict the pay range advertised for or starting salary and pay progression prospects available for classroom teacher posts, other than the minimum of the Main Pay Range and the maximum of the Upper Pay Range.

The Governing Body will support the principle of pay portability in making pay determinations for all new appointees.

15.1.4 When determining the starting pay for a classroom teacher taking up their **first appointment** as a qualified classroom teacher in a maintained school, the Governing Body will pay the teacher on the Main Pay Range and will normally allocate pay scale points, as a minimum, on the following basis:

- One point for each one year of satisfactory service (as a qualified teacher) in an academy, city technology or independent school;
- One point for each one year of satisfactory service (as a qualified teacher) in higher education or further education including sixth form colleges, or in countries outside England and Wales in a school in the maintained sector of the country concerned;
- One point for each three years of non-teaching experience spent working in a relevant area, including industrial or commercial training, time spent working in an occupation relevant to the teacher's work at the school, and experience with children/young people;
- In all other circumstances, newly qualified teachers in their first year will be paid on the minimum of the main pay range.

15.1.5 When determining the starting pay for a classroom teacher **who has previously worked** in a LA maintained school or academy in England and Wales, the Governing Body will pay the teacher on the Main Pay Range or Upper Pay Range at a scale point which at least maintains the teacher's previous pay entitlement plus any pay progression which they would have received had they remained in their previous post.

15.1.6 The Governing Body will pay classroom teachers who are "post-threshold teachers" as defined by the STPC(W)D 2025 on the Upper Pay Range.



## **15.2 LEAD PRACTITIONERS**

- 15.2.1 Such posts may be established for teachers whose primary purpose is the modelling and leading improvement of teaching skills, where those duties fall outside the criteria for the TLR payment structure.
- 15.2.2 When setting the individual point range for any teacher on the pay range for leading practitioners, the Governing Body will have regard to:
- the weight of the responsibilities of the post;
  - the need to ensure pay equality where posts are equally onerous, and
  - the need to consider fair pay relativities between posts of differing levels of responsibility.
- 15.2.3 The policy of the Governing Body is to appoint any new leading practitioner teacher at the bottom point of the agreed pay range.

## **15.3 UNQUALIFIED TEACHERS**

The pay committee will pay any unqualified teacher in accordance with paragraph 14 above. The pay committee will determine where a newly appointed unqualified teacher will enter the scale, having regard to any qualifications or experience s/he may have, which they consider to be of value. The pay committee will consider whether it wishes to pay an additional allowance, in accordance with the guidance included in the STPC(W)D.

## **16. PAY PROGRESSION**

### **16.1 General Statement**

16.1.1 The arrangements for teacher appraisal are set out in the school's performance management policy.

16.1.2 In accordance with the STPC(W)D, a teacher has completed a "year of employment" if:

the person has completed periods of employment amounting to at least twenty-six weeks in aggregate within the previous school year in the case of paragraphs 11.1 and 19 of STPC(W)D.

16.1.3 The Governing Body will ensure that appropriate funding is allocated for pay progression for all eligible teachers.

### **16.2. Pay progression – Classroom teachers on the Main Pay Range**

- 16.2.1 Classroom teachers on scale points M2 to M5 of the Main Pay Scale will be awarded pay progression of one point on an annual basis following completion of a "year of employment" completed as a qualified teacher during the previous school year, unless the teacher has been notified that capability procedures are underway in respect of that year.
- 16.2.2 An additional point may be awarded to any main pay scale teacher whose performance in the previous school year was excellent, with particular regard to classroom teaching.

## **17. PAY PROGRESSION – TEACHERS ON THE UPPER PAY SCALE**

Classroom teachers will be awarded pay progression on the Upper Pay Scale on a two yearly basis following completion of a two “years of employment” completed as a qualified teacher during the previous school years, unless the teacher has been notified that capability procedures are underway.

#### **18. PAY PROGRESSION – LEADING PRACTITIONER ROLE**

Leading Practitioner teachers will be awarded pay progression of one point on their pay scale following completion of a year of employment during the previous school year, unless the teacher has been notified that capability procedures are underway.

#### **19. PAY PROGRESSION – UNQUALIFIED CLASSROOM TEACHERS**

Classroom teachers on scale points 1 to 6 of the Unqualified Teacher Pay Scale will be awarded pay progression of one point on an annual basis following completion of a year of employment completed during the previous school year, unless the teacher has been notified that capability procedures are underway.

#### **20. LEADERSHIP GROUP**

##### **20.1. HEADTEACHER PAY ON APPOINTMENT**

The Governing Body will determine the headteachers pay range in accordance with the provisions of paragraph 14.4 of this pay policy and the specific provisions set out in the STPC(W)D relating to Leadership Group Pay. The Governing Body will also apply the guidance set out in Section 3 of the STPC(W)D.

##### **20.2. DETERMINATION OF TEMPORARY PAYMENTS TO THE HEADTEACHER**

Any payments to the headteacher for clearly temporary responsibilities and duties that are in addition to the post and not previously taken into account when determining the pay range will be determined in accordance with the provisions of the STPC(W)D.

#### **21. REVIEW OF HEADTEACHERS PAY RANGE AND PAY PROGRESSION**

- 21.1 The school may review the headteachers pay range where it is considered that this is required to maintain consistency with leadership pay arrangements within the school or where the headteachers responsibilities have significantly changed. In such cases the provisions of para 21.1 above will be applied.
- 21.2 Pay progression will be determined in accordance with the provisions of the STPC(W)D.  
  
The Headteacher will be awarded pay progression of one point on an annual basis, (up to the maximum point of the 7 point scale as stated in para 14.4.3) following completion of a year of employment completed during the previous school year, unless the Headteacher has been notified formally that capability procedures are underway in respect of that year.
- 21.3 An additional point may be awarded to any headteacher whose performance in the previous school year was excellent, with particular regard to agreed objectives.

#### **22. DEPUTY/ASSISTANT HEADTEACHERS - PAY ON APPOINTMENT**

- 22.1 The Governing Body will, when a new appointment needs to be made, determine the pay range to be advertised and agree pay on appointment as follows:-

- 22.1.1 In the case of a deputy headteacher post, the Governing Body must also be satisfied that the significant responsibility features a job weight which exceeds that expected of an assistant headteacher employed at the same school, including responsibility for discharging in full the responsibilities of the headteacher in the absence of the headteacher.
- 22.1.2 The Governing Body will determine the deputy/assistant headteachers pay range in accordance with the provisions of paragraph 14.4 of this pay policy and the specific provisions set out in the STPC(W)D relating to Leadership Group Pay. The Governing Body will also apply the guidance set out in Section 3 of the STPC(W)D.
- 22.1.3 Normally, the pay range for a deputy or assistant headteacher will not overlap the agreed pay range for the headteacher.

### **23. REVIEW OF DEPUTY/ASSISTANT HEADTEACHER PAY RANGE AND PAY PROGRESSION**

- 23.1 The school may review the deputy/assistant headteachers pay range where it is considered that this is required to maintain consistency with leadership pay arrangements within the school or where the deputy/assistant headteachers responsibilities have significantly changed. In such cases the provisions of para 23.1.2 above will be applied.
- 23.2 Pay progression will be determined in accordance with the provisions of the STPC(W)D. The Deputy/Assistant Headteacher will be awarded pay progression of one point on an annual basis, (up to the maximum point of the 5 point scale as stated in para 14.4.3) following completion of a year of employment completed during the previous school year, unless the Deputy/Assistant Headteacher has been notified formally that capability procedures are underway in respect of that year.
- 23.3 An additional point may be awarded to any deputy or assistant headteacher whose performance in the previous school year was excellent, with particular regard to agreed objectives.

### **24. ACTING ALLOWANCES**

- 24.1 Where a teacher is required to act as headteacher, deputy headteacher or assistant headteacher for a period of four weeks or more s/he will receive an additional allowance in order that the total pay will not be lower than the minimum of the appropriate pay range for as long as the acting allowance is paid. Periods of less than 4 weeks will be at the Governor's discretion.
- 24.2 Payment will be backdated to the commencement of duties. No pressure, direct or indirect will be placed on teachers to act up where such acting up is voluntary on their part.

### **25. TEACHING AND LEARNING RESPONSIBILITY PAYMENTS (TLR)**

The headteacher will recommend annually to the Governing Body a teaching staff structure for the school that:

- takes account of any financial limits determined by the Governing body;
- identifies the posts to which TLR allowances will be allocated;
- identifies the level of TLR allowance to be allocated to each post, there being three TLR levels: TLR 1, TLR 2 and TLR 3.

### **26. TLR1 AND TLR2 PAYMENTS**

- 26.1 The Governing Body may award a TLR 1 and TLR 2 allowance to a classroom teacher for undertaking a sustained additional responsibility in the context of their staffing structure for the purpose of ensuring the continued delivery of high-quality teaching and learning and for which the teacher is made accountable.
- 26.2 The award may be while a teacher remains in the same post or occupies another post in the temporary absence of the post-holder, e.g. on maternity leave or away on secondment. Teachers who receive TLRs in such cases will not be subject to safeguarding when the TLR ends.
- 26.3 For part time teachers, the allowance may be paid on a pro rata basis in accordance to the hours worked or the Governing Body may award a full value allowance if the teacher undertakes the full duties associated with the allowance.
- 26.4 Before awarding a TLR 1 and TLR 2 the Governing Body must be satisfied that the teacher's duties include a significant responsibility that is not required of all classroom teachers and that:
- is focused on teaching and learning;
  - requires the exercise of a teacher's professional skills and judgement;
  - requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum;
  - has an impact on the education progress of pupils other than the teacher's assigned classes or groups of pupils; and
  - involves leading, developing and enhancing teaching practice of other staff.
- 26.5 The Governing Body will determine whether to award a first TLR ("TLR 1") or a second TLR ("TLR 2") and its value.
- 26.6 In addition, before awarding a TLR 1, the Governing Body must be satisfied that the significant responsibility includes line management responsibility for a significant number of people or equivalent significant additional levels of responsibility and accountability in key areas of the school.
- 26.7 The Governing Body will determine the levels and values of the TLR payments attached to individual posts, as appropriate to the duties and responsibilities of these posts using the following framework:
- |        |         |        |        |
|--------|---------|--------|--------|
| TLR 1a | £10,354 | TLR 2a | £3,590 |
| TLR 1b | £12,738 | TLR 2b | £5,972 |
| TLR 1c | £15,125 | TLR 2c | £8,764 |
| TLR 1d | £17,518 |        |        |
- 26.8 The Governing Body undertakes to increase these values in future as required by the STPC(W)D.
- 26.9 Safeguarding of TLR 1 and TLR 2 payments will apply whether as a result of a change to the pay policy or to the school's staffing structure, either
- That the teacher's duties are no longer to include the significant responsibility for which the TLR was awarded; or
  - That the significant responsibility (whether or not this has changed) merits, in accordance with the pay policy and staffing structure, a TLR of a lower annual value ("the new payment"),
- 26.10 In such cases the Governing Body will pay the safeguarding sum in accordance with the provisions of the STPC(W)D.

## 27. TLR3 PAYMENTS

- 27.1 The Governing Body may award a TLR 3 of between **£714** to **£3,540** for clearly time-limited school improvement projects, or one-off externally driven responsibilities according to the provisions of the STPC(W)D. The Governing Body will set out in writing to the teacher the duration of the fixed term, the level of responsibility and the amount of the award will be paid in monthly instalments. No safeguarding will apply in relation to an award of a TLR 3. Although a teacher cannot hold a TLR 1 and TLR 2 concurrently, a teacher in receipt of a TLR 1 or TLR 2 may also hold a concurrent TLR 3.
- 27.2 Where the Governing Body wishes to make TLR 3 payments, it will be satisfied that the responsibilities meet (a) (b) and (d) of the TLR criteria (para 27.4). Normal recruitment at selection process will take place to appoint to TLR 3 and such posts will be subject to consultation with the recognised union representatives.
- 27.3 In determining the allocation and value of TLR 3 payments, due regard will be given to ensuring consistency, fairness, transparency and value for money. TLR 3 payments will not be used to replace or otherwise limit teachers' pay progression on main, upper or leading practitioners pay ranges. TLR 3 payments are not subject to the pro-rata principle.

## 28. ADDITIONAL LEARNING NEEDS (ALN) ALLOWANCE

- 28.1. The Governing Body notes that under the provisions of the STPC(W)D a spot value allowance that falls within the specified ALN range of between **£2,838** and **£5,595** will be payable to a classroom teacher who meets the following criteria:

### 28.2. The Criteria

- In any ALN post that requires a mandatory ALN qualification;
- In a special school;
- Who teaches pupils in one or more designated special classes or units in a school or, in the case of an unattached teacher, in a local authority unit or service;
- In any non-designated setting (including any PRU) that is similar to a designated special class or unit, where the post:
  - (i) involves a substantial element of working directly with children with additional learning needs;
  - (j) requires the exercise of a teacher's professional skills and judgement in the teaching of children with additional learning needs; and
  - (k) has a greater level of involvement in the teaching of children with additional learning needs than is the normal requirement of teachers throughout the school or unit or service.

### 28.3. Assessment of Appropriate Allowance Values

- 28.3.1 The school's structure of ALN provision will inform the rational for decisions made regarding the appropriate allowance values.

- 28.3.2 The value of allowances will be based on whether:

- any mandatory qualifications are required
- the qualifications and expertise of the teacher relevant to the post, and
- the relevant demands of the post.

28.3.3 For this school the values of the ALN allowances to be awarded are set out below:

- a) The relevant body will allocate an 'ALN Allowance' **£2,838** to all teachers who satisfy the statutory criteria as outlined above.
- b) The relevant body will allocate a 'Higher ALN Allowance' of **£5,595** to a teacher working directly with children with special educational needs for which a mandatory qualification is required and/or who has considerable relevant experience.

28.3.4 It is noted that the ALNCO/ SENCO qualification (the national Award for Special Educational Co-ordination) should not be regarded as one of the mandatory qualifications leading to the payment of a SEN allowance. The role of the ALNCO as a managerial responsibility, is not one that meets the criteria for an ALN allowance but rather it is more appropriately regarded by a TLR payment.

## 29. PART TIME TEACHERS

- 29.1. Teachers employed on an ongoing basis at the school but who work less than a full working week are deemed to be part time. The Governing Body will give such teachers a written statement detailing their work time obligations and the standard mechanism used to determine their pay, subject to the provisions of the statutory pay arrangements and by comparison with the school's timetabled teaching week for a full time teacher in an equivalent post.
- 29.2 **INSET** - No teacher employed part time will be required to work or attend non pupil days on days that they do not normally work.
- 29.3 In accordance with the provisions of the STPC(W)D, any TLR 1 or 2 allowance payable to a part-time teacher may be paid on a pro rata basis in accordance to the hours worked or the Governing Body may award a full value allowance if the teacher undertakes the full duties associated with the allowance. The pro rate principle does not apply to TLR 3 payments.

## 30. SHORT NOTICE/SUPPLY TEACHERS

- 30.1 Teachers who work on a day-to-day or other short notice basis have their pay determined in line with statutory pay arrangements in the same way as other teachers. Teachers paid on a daily basis will initially have their salary calculated as an annual amount; it will then be divided by 195 and multiplied by the number of days worked.
- 30.2 Teachers who work less than a full day will be hourly paid and will also have their salary calculated as an annual amount divided by 195, then divided again by the appropriate factor determined by the LA to arrive at the hourly rate.

## 31. SCHOOL SUPPORT STAFF

### 31.1. General note – The Single Status and Pay and Grading Agreements

- The Single Status agreement implemented in April 1999 is a National Agreement, all aspects of which are binding on 'Green Book' staff. The purpose of the Agreement was to begin the process of harmonising the pay and conditions of all staff employed under the 'Green Book'.
- Following on from the introduction of the Single Status Agreement, Conwy County Borough Council acting as employer of many school based staff and on behalf of Voluntary Aided and Foundation schools who employ their own school based staff, concluded the Pay and Grading Review which dealt with harmonisation and equality issues within the pay and conditions of 'Green Book' staff.

- The Single Status Terms and Conditions and the pay Grading Structure have been approved by the Council and by Trade Unions locally and were implemented on 1 December 2010.
- In accordance with the staffing of Maintained Schools (Wales) Regulations, Governing Bodies have a specific responsibility to ensure that the pay and grading of staff employed in schools remains within the pay framework of the Local Authority. The recommended framework for all Local Authorities maintained schools in Conwy is established by the new Pay and Grading Structure referred to above.
- The issues in the Agreement include the evaluation of each post using an agreed job evaluation scheme and a new pay structure.

### **31.2. Salaries of School Support Staff**

- 31.2.1 On appointing a member of the support staff, the job description determined for the post to which the employee is to be appointed will be evaluated in accordance with the Council's approved scheme. Advice will be sought from the LA.
- 31.2.2 The headteacher, in consultation with the Chair of Governors, will determine the appropriate point on the evaluated scale having regard to:
- relevant qualifications and/or experience;
  - Recruitment/retention needs of the school in respect of the post.
- 31.2.3 The decision of the headteacher will be reported to the pay committee.
- 31.2.4 If at any time the headteacher, in consultation with the Chair of Governors, considers that a member of the support staff is being asked to undertake, or has undertaken, increased responsibility on a permanent or temporarily basis, s/he shall refer the job description of the post, with the new responsibilities, to be 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 temporarily increase in responsibility, the date to which the new salary will be paid. The new salary level will be reported to the pay committee.
- 31.2.5 At the time of making the annual assessment of the teachers' salaries, the headteacher may also make a recommendation to the pay committee in respect of the salary of any member of the support staff.
- 31.2.6 If any member of the support staff wishes to appeal against his/her salary level, s/he may ask for a re-evaluation of the job description of the post to be undertaken. In the event that a member of the support staff wishes to appeal against a decision of the appropriate committee then s/he shall enter a formal written statement of appeal. The appeal shall be heard by the Appeal Panel.

### **32.RESIDENTIAL DUTIES**

The pay committee will take account of the decisions reached in the National Joint Council for Teachers in Residential Establishments in determining payments for residential duties.

### **33.ADDITIONAL PAYMENT**

- 33.1 In accordance with the provisions of the STPC(W)D and Section 3 Guidance, the Governing Body may make payments as they see fit to a teacher, including a headteacher in respect of:
- continuing professional development undertaken outside the school day;
  - activities relating to the provision of initial teacher training as part of the ordinary conduct of the

- school;
- participation in out-of-school hours learning activity agreed between the teacher and headteacher or, in the case of the headteacher, between the headteacher and the Governing Body;
- additional responsibilities and activities due to or in respect of the provision of services by the Headteacher relating to the raising of educational standards to one or more additional schools.

- 33.2 The pay committee will make additional payments to teachers in accordance with the provisions of the STPC(W)D where advised by the head.
- 33.3 Payment will be calculated on a daily basis at 1/195<sup>th</sup> of the teacher's actual salary. Where appropriate and following consideration of the Pay Committee, payments may be made at a higher level to reflect the responsibility and size of the commitment.
- 33.4 In accordance with the provisions of the STPC(W)D, the Governing Body will make additional payments to all teachers who agree to be directed (including the headteacher) to undertake such activities.
- 33.5 The Governing Body recognises that such activities are entirely voluntary and that some teachers' commitments will make it difficult for them to undertake such activities. Where teachers cannot attend CPD organised outside the school day, the school will endeavour to offer suitable training requirements within directed time in line with its commitments to equal opportunities.

#### **34. RECRUITMENT AND RETENTION INCENTIVE BENEFITS**

- 34.1 The Governing Body may make such payments or provide such other financial assistance, support or benefits to a teacher as it considers to be necessary as an incentive for the recruitment of new teachers and the retention of existing teachers and will conduct a regular formal review of all such awards.
- 34.2 The Governing Body will make clear at the outset the expected duration of any such incentives and benefits, and the review date after which they may be withdrawn.
- 34.3 The Headteacher, deputy headteacher and assistant headteacher may not be awarded such payments other than as reimbursement of reasonably incurred housing or relocation costs. For such staff, all other recruitment and retention consideration must be taken into account when determining the appropriate leadership pay range.

#### **35. SALARY SACRIFICE ARRANGEMENTS**

Where the employer operates a salary sacrifice arrangement, a teacher may participate in any arrangement and his gross salary shall be reduced accordingly, in accordance with the provisions of paragraph 28 of the STPC(W)D.

#### **36. MONITORING AND REVIEW OF THIS POLICY**

The Governing Body will review this policy annually or on any occasion when it is requested by the Headteacher and will consult appropriately with recognised unions and staff. The outcome and the impact of the policy will be monitored by the Governing Body.

#### **37. ROLES AND RESPONSIBILITIES**

The various roles and responsibilities in relation to this policy as referred to above are set out in Appendix 2.



## **APPENDIX 1 - PAY APPEALS PROCEDURE**

### **Stage One – the Pay Hearing**

As part of the pay determination process, the appraiser will make a recommendation to the headteacher as required by the Performance Management process. The headteacher will then make a recommendation to the Pay Committee.

On determining a teacher's pay, pay committee will write to the teacher advising them of the pay decision, the reasons for it and will, at the same time, confirm their right to appeal the decision to the pay committee and their right to be represented.

If the teacher wishes to appeal the decision, they must do so in writing to the pay committee, normally within 10 school working days or within a mutually agreed alternative timescale. The appeal must include a statement, in sufficient detail, of the grounds of the appeal. In the event that an initial appeal is raised, the pay committee must then arrange to meet the teacher to hear the representations. The headteacher and the appraiser (if different from the headteacher) should also be invited to the meeting, as witnesses, to clarify the basis for the original recommendation.

All parties will have the opportunity to ask questions following the presentations/representations.

The pay committee will reconsider the decision in private and write to the teacher to notify them of the outcome of the review and of the teacher's right of appeal to the Governing Body's Appeal Committee and their right to be represented.

If the teacher wishes to exercise their right of appeal, they must write to the Clerk of the Governing Body at the earliest opportunity and normally within 10 school working days, including a statement of the ground of the appeal and sufficient details of the facts on which they will rely.

This will invoke the Second Stage of the Pay hearings and Appeal Process.

### **Stage Two – the Appeal**

On receipt of the written appeal, the Clerk to the Governing Body will establish an Appeal Committee that should consist of three governors, none of whom are employees in the school or have been previously involved in the relevant pay determination process and convene a meeting of the Appeal Committee at the earliest opportunity and no later than 20 school working days of the date on which the written appeal was received. Both the headteacher and the appraiser may be required to attend the meeting as witnesses.

The Chair of the Pay Committee will be invited to take the Appeal Committee through the procedures that were observed in their part of the pay policy determination process. Both the headteacher and the appraiser may be required to attend the meeting as witnesses. The Chair of the Appeal Committee will invite the employee and/or their representative to set out their case.

All parties will have the opportunity to ask questions following the presentations/representations.

Following the conclusion of representations by all relevant parties, the Appeal Committee will then consider all the evidence in private and reach a decision. The Appeal Committee will write to the teacher notifying them of their decision and the reasons for it. Other attendees at the meeting will also be notified of the decision. The decision of the Appeal Committee is final.

## **Appendix 2 - ROLES AND RESPONSIBILITIES**

### **Establishment of the policy**

The Pay Committee is responsible for:

- establishing the policy, in consultation with the headteacher, staff and trade union representatives, and submitting it to the Governing Body for approval.

The Governing Body is responsible for:

- formal approval of the policy.

### **Monitoring and review of the policy**

The Pay Committee is responsible for:

- reviewing the policy annually, in consultation with the headteacher, staff and trade union representatives; and submitting it to the Governing Body for approval.

The Governing Body is responsible for:

- considering an annual report, including statistical information, on decisions taken in accordance with the terms of the policy.

### **Application of the policy**

The headteacher is responsible for:

- ensuring that pay recommendations for the deputy and assistant head teacher(s), classroom teachers and support staff are made and submitted to the Pay Committee in accordance with the terms of the policy;
- advising the Pay Committee on its decision; and
- ensuring that staff are informed of the outcome of decisions of the Pay Committee and of the right of appeal.

The Pay Committee is responsible for:

- taking decisions regarding the pay of the deputy and assistant headteachers(s), classroom teachers and support staff following consideration of the recommendations of pay reviewers and the advice of the headteacher;
- taking decisions regarding the pay of the headteacher following consideration of the recommendations of the governors responsible for the headteacher's performance review;
- submitting reports of these decisions to the Governing Body; and
- ensuring that the headteacher is informed of the outcome of the decision of the Pay Committee and of the right of appeal.

The Appeals Committee of the Governing Body is responsible for:

- taking decisions on appeals against the decisions of the Pay Committee in accordance with the terms of the appeals procedure of the policy.

## Appendix 3 - Leadership Pay Scale and Headteacher Groups

Spine Point	1 September 2025 £ p.a.	Group
L1	52,680	
L2	53,997	
L3	55,345	
L4	56,723	
L5	58,136	
L6	59,597	
L7	61,198	
L8	62,612	
L9	64,174	1
L10	65,822	
L11	67,531	
L12	69,088	2
L13	70,814	
L14	72,579	
L15	74,384	
L16	76,364	3
L17	78,116	
L18	80,080	
L19	82,067	4
L20	84,100	
L21	86,183	
L22	88,322	
L23	90,509	5
L24	92,574	
L25	95,058	
L26	97,410	
L27	99,824	6
L28	102,299	
L29	104,832	
L30	107,442	7
L31	110,097	
L32	112,832	
L33	115,635	
L34	118,494	
L35	121,440	
L36	124,446	
L37	127,540	
L38	130,696	
L39	133,882	
L40	137,221	
L41	140,650	
L42	144,173	
L43	146,313	8

## Workload Impact Assessment

This workload impact assessment considers whether the updated Pay Policy (Issue 10, 2026) introduces any **new or additional workload demands** on teaching staff, support staff, school leaders, or governors when compared with the previous Pay Policy (Issue 9, 2025).

The assessment considers both **routine operation** of the policy and any **exceptional circumstances** in which pay procedures are formally applied.

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## Nature of Policy Change

The updated Pay Policy reflects:

- annual statutory updates to pay values in line with the School Teachers' Pay and Conditions (Wales) Document
- alignment with the current Local Authority model pay policy
- clarification and consolidation of existing procedures, roles, and responsibilities

The updated policy **does not change the underlying pay principles**, eligibility criteria, or appraisal-linked pay progression arrangements already in place.

No changes are made to contractual working hours, professional duties, or role expectations.

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## Impact on Teaching and Support Staff

The updated policy:

- does **not** introduce additional routine administrative tasks for staff
- does **not** create new appraisal, evidencing, or reporting requirements
- does **not** alter existing pay progression processes or application routes
- does **not** require additional data collection beyond current arrangements

Any staff involvement remains limited to:

- existing appraisal processes
- statutory pay applications (e.g. Upper Pay Range), where staff already choose to apply

### Assessment:

 **No additional workload impact on teaching or support staff in normal operation.**

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## Impact on Leadership and Governors

The updated policy provides **clearer structure and transparency** around pay procedures, including:

- roles of the Governing Body, Pay Committee, and Headteacher
- discretionary pay options already permitted under national conditions

While the policy includes additional clarity and sections, this represents **procedural clarity rather than additional work**.

Any workload for leaders or governors arises only:

- during the annual pay determination cycle, or
- if exceptional pay decisions are required

These responsibilities already exist and are **statutory rather than policy-generated**.

**Assessment:**

→ Any workload impact is **exceptional, proportionate, and unavoidable**, and does not arise from the policy update itself.

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**Equality and Fairness Considerations**

The updated policy maintains and strengthens existing protections by:

- ensuring pay decisions remain evidence-based, transparent, and objective
- safeguarding staff affected by maternity, sickness absence, disability, or flexible working arrangements
- clarifying processes to reduce inconsistency or uncertainty

The policy does not introduce workload expectations that would disproportionately affect staff with protected characteristics.

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**Conclusion**

This workload impact assessment concludes that the updated Pay Policy:

- does **not** introduce additional routine workload
- does **not** alter professional or contractual expectations
- does **not** require ongoing workload monitoring
- improves clarity, consistency, and statutory compliance

**Overall judgement:**

→ **No adverse workload impact identified.**