



# Stakeford Primary School

## Information for job applicants on arrangements for teachers' pay

The changes to teachers' pay introduced by the government in September 2013 have given schools greater freedom and flexibility to set their own arrangements for pay ranges, starting salaries and pay progression. We believe it is important for all applicants to understand our arrangements so you know what to expect if you are offered a job.

### Our Pay Policy

The school's Pay Policy is reviewed every year and agreed by governors. The key decisions about arrangements for classroom teachers are summarised below. A full copy of the policy is available on request.

### Pay ranges

We have set pay ranges for the main pay range and upper pay range that are the same as the statutory minima and maxima in the School Teachers' Pay and Conditions Document. We advertise classroom teacher vacancies from the minimum of the main pay range to the maximum of the upper pay range as we welcome applications from teachers at all stages of their careers. We have set reference points within the minimum and maximum of each pay range as we believe this is a fair and transparent arrangement.

### Starting salaries

When we offer the successful applicant the job we will confirm the starting salary for the post, which will be within the pay range set in our policy. We will consider the following criteria when deciding starting salaries: the nature of the post; the level of qualifications, skills and experience required; your previous relevant roles and experience; and your current salary. We guarantee that any teacher that has already passed "threshold" will be offered a starting salary on the upper pay range.

### Pay progression

All pay progression is based on an individual teacher's performance. In almost all cases this will be based on the outcome of the appraisal process which will consider whether you have met or exceeded your objectives and/or the teachers' standards. We will award a higher level of pay progression to those teachers that exceed their objectives and the teachers' standards, which will be appropriate to their role, career stage and the context of this school. A lower level of pay progression will be awarded to those who meet their objectives and the teachers' standards. We will ensure all teachers know what is expected of them during the appraisal period and provide regular feedback.

Updated: February 2020