

Meeting of the South Bank Academies Board

4.00 pm on Thursday, 26 March 2020
On MS Teams

Agenda

<i>No.</i>	<i>Item</i>	<i>Pages</i>	<i>Presenter</i>
4.	Matters arising	3 - 10	HT
7.	SBA staff pay policy	11 - 22	JC

Date of next meeting
12.00 pm on Tuesday, 12 May 2020

Members: Hitesh Tailor (Chair), Tony Giddings, Nicole Louis, Hilary McCallion, Chris Mallaband, Fiona Morey, Lesley Morrison and David Phoenix

Apologies: Richard Flatman

In attendance: Helena Abrahams, Michael Broadway, Dan Cundy and Jacqui Collins

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Management Accounts Report

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	Consolidated												comments
	CURRENT PERIOD				YTD TOTALS				FULL YEAR		SPENT		
	Actual	Commitments	Budget 1920	Variance	Actual	Commitments	Budget 1920	Variance	Budget 1920	Forecast	(%)		
Income													
A0 - GAG funding	754,249.98	-	698,755.00	55,494.98	3,411,704.12	-	3,493,775.00	(82,070.88)	8,385,048.00	8,302,977.12	40.69	%	

E-82K NET ADV Var YTD made up of:
UTC : £15k fav var made up of:
 E-11K ADV var: Actual funding from ESFA lower than budget. On utc1003 school budget share.
 £14k fav for Bursary: £9k 19/20 received in p1, and £11k b/f from 18/19 against £1k budget (£14k budget profiled over 12m). On utc1004 bursary income.
 E-35k adverse var in Pupil No adj - income not likely to be received. UTC1030 pupil No adj.
 £17K FAV VAR. due to £41.6k actual v £24k budget. (£57k budget being profiled over 12 m) for UTC1042 ESFA Teachers Pay Award.
 £3k fav on pupil Premium . Note £40k budget was profiled equally over 12 mmonths. See utc1050 Pupil Premium.
 YTD £12k fav var. Due mainly to Adv Maths premium which was not budgeted for. We are now expectring £27k for full year. On utc1055 Other GAG.
 YTD :£17k fav on Start up Grant (£29K budget phased over 12m), Full year actual expected is £29k. On UTC 1060 Start Up Grant.
UAE: £-96k adv var made up of:
 £6k fav var ytd: We were expecting £65k claim from, ESFA for rates Apr19-jan20. Of this £32.750 related to 18/19 Apr19 to Aug19, meaning we recognise £65500-32750=£32.750k in 19/20 for Sep19 to JAN20 for UTC1020 Rates.We should get a similar invoice in 19/20 which will also have to be reclaimed from ESFA hence the budget of £65k for 19/20.
 E-129k adverse: Pupil Number Adj income is not

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Agenda Item 4

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	Consolidated											comments
	CURRENT PERIOD				YTD TOTALS				FULL YEAR		SPENT	
	Actual	Commitments	Budget 1920	Variance	Actual	Commitments	Budget 1920	Variance	Budget 1920	Forecast	(%)	
Income												
A2 - Other Govt Grants	94,120.51	-	34,226.00	59,894.51	192,951.52	-	171,130.00	21,821.52	410,708.00	432,529.52	46.98 %	UAE £22k fav var made up of: £-7k adv as no OTHER grant received as yet. SEE aca1075 Other EFA Grants. £-7k adv as no OTHER grant received as yet. SEE aca1075 Other EFA Grants. £31k fav var: received SEN £80k from Southwark, £10k invoiced to Lewisham . Budget pof £140k overstated as only income is £94k. See aca1085 SEN
A3 - Private Sector Funding	-	-	217.00	(217.00)	-	-	285.00	(285.00)	400.00	115.00	-	
A4 - Other Income	78,538.76	-	51,784.00	26,754.76	192,738.16	-	258,845.00	(66,106.84)	621,198.00	555,091.16	31.03 %	£-66K ADV VAR made up of: UTC : £-40K ADV VAR MADE UP OF : £-3k adv var as no income expected. On utc1110 OTHER INCOME. YTD £-37K Adv var largely due to reversal of £21k 18/19 debtor in p1 for Catering (Parent Pay). Full Year budget £40k will not be met on utc1125 catering Income. UAE: £-26k adv var due to: £3k fav var due to income from Lettings . See ACA1105 Lettings income. £-28k Adv variance due in main to budget being overstated. On ACA1125 Catering income
Total Income	926,909.25	-	784,982.00	141,927.25	3,797,393.80	-	3,924,035.00	(126,641.20)	9,417,354.00	9,290,712.80	40.32 %	
Expenditure												
Staffing Expenditure												
B0 - Teaching Staff	329,303.45	-	452,725.00	123,421.55	1,650,170.83	-	1,864,093.00	213,922.17	4,383,930.00	4,170,007.83	37.64 %	
B1 - Educational Support Staff	33,821.22	-	85,963.00	52,141.78	191,968.68	-	429,815.00	237,846.32	1,031,546.00	793,699.68	18.61 %	
B2 - Premises Staffing	10,793.79	-	7,689.00	(3,104.79)	46,580.11	-	38,445.00	(8,135.11)	92,272.00	100,407.11	50.48 %	
B3 - Admin Staffing	108,615.73	-	66,254.00	(42,361.73)	507,629.46	-	331,270.00	(176,359.46)	795,048.00	971,407.46	63.85 %	
B4 - Other Staff	-	-	-	-	568.75	-	-	(568.75)	-	568.75	-	
B5 - Agency Staff	31,365.80	-	8,777.00	(22,588.80)	155,140.93	-	53,885.00	(101,255.93)	115,316.00	216,571.93	134.54 %	

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		Consolidated											
		CURRENT PERIOD				YTD TOTALS				FULL YEAR		SPENT	
		Actual	Commitments	Budget 1920	Variance	Actual	Commitments	Budget 1920	Variance	Budget 1920	Forecast	(%)	comments
Income													
	Total Staffing Expenditure	513,899.99	-	621,408.00	107,508.01	2,552,058.76	-	2,717,508.00	165,449.24	6,418,112.00	6,252,662.76	39.76 %	<p>£165k fav var made up of:</p> <p>UTC: Net £17k fav variance due mainly; £103k u/s due to delays in recruitment of teaching staff /EDUCAT SUPPORT STAFF and Premises staff. This is partly offset by £-87k o/s in Admin and Agency.</p> <p>UAE: £152K FAV var due in main to delays in recruitment of Teaching and Educational Support Staff , being offset by o/s in premises, admin and Agency staff.</p> <p>MAT:£-3.4k ytd adverse mainly result of Agency staff M Jinadu (£2.5k) hired by Clym for accountancy work.</p>
	CO - Maintenance of Premises	12,877.00	32,155.00	6,395.00	(38,637.00)	28,674.96	32,155.00	31,975.00	(28,854.96)	76,730.00	105,584.96	79.28 %	<p>£-28K ADV var made up of:</p> <p>UTC :-£3K ADV due in main to combination of £1k sprnd on machine installation, and insufficient full year budget on UTC3000 Building Maint.</p> <p>UAE: -£26k ytd adv var due in main to the unpredictable nature of maintenance associated with building. But this includes £18k which needs to be moved to Fixed Assets(in p6). See ACA3000 Building Maint</p>

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	Consolidated											comments
	CURRENT PERIOD				YTD TOTALS				FULL YEAR		SPENT	
	Actual	Commitments	Budget 1920	Variance	Actual	Commitments	Budget 1920	Variance	Budget 1920	Forecast	(%)	
Income												
C1 - Other Occupational Costs	27,498.52	1,848.32	37,539.00	8,192.16	195,863.54	4,181.29	187,695.00	(12,349.83)	450,471.00	462,820.83	44.41 %	<p>£-12K ADV VAR MADE UP OF:</p> <p>UTC: £42k fav var ytd made up of: £16k fav var due to £6690 17/18 accrual, and £6690 18/19 accruals being reversing in p1 and not being re-input. Need to accrue £6690 for 11.9.17-31.8.18, and £6690 for Sep18-Aug19, and then allow £6690/12M £557.5/M for 19/20. Trinity are not invoicing on time. on utc3200 Water.</p> <p>£10k fav var: sept19 accruals being reversed and not reviewed and re-input. No timely invoices from Trinity. On utc3205 Gas.</p> <p>£11k fav var: July 19 Accrual of £4.5k reversed in p1 which still appears not to have been invoiced by Trinity. This should have been Re-accrued. Aug/Sept invoices received BUT Jul19 £4k approx and Oct19 £4k approx are still o/s on utc 3210 Electricity.</p> <p>£2k fav as no actual charge for Insurance as its via ESFA. So will be saving of full budget of £4k on utc3260 Insurance.</p> <p>UAE: £-54k adv var made up of: £-64K ADV Var on aca3100 utc spend. This will be removed and moved to UTC. (in p6).</p> <p>£6k fav var ytd due to AIM invoices for £8.8k Dec 19 and £8.8k Jan 20 being held back as result of poor service. See ACA3105 Cleaning.</p> <p>£15k fav var. Southwark are not charging us for Hot Water. Need to accrue for £35k-£36k for full year 19/20 for "The MAYOR & BURGESSSES of the London Bor of Southwark". (I had accrued £35k in 18/19 at year end). ON ACA3201 Heating.</p>

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	Consolidated											comments
	CURRENT PERIOD				YTD TOTALS				FULL YEAR		SPENT	
	Actual	Commitments	Budget 1920	Variance	Actual	Commitments	Budget 1920	Variance	Budget 1920	Forecast	(%)	
Income												
D0 - Educational Supplies and Services	49,055.44	1,917.84	67,483.00	16,509.72	264,973.50	18,591.20	336,340.00	52,775.30	809,325.00	756,549.70	35.04 %	<p>£53K FAV var ytd made up of:</p> <p>UTC : £-4k adv var made up of: £-4k adv as Photocopier costs not budgeted for. See utc 4025 Photocopying.</p> <p>£ 5k fav. Savings in Brsary but exepecec to pay in P7. SEE utc4040 Bursary Payments.</p> <p>£8k fav var. Not much activity on UTC 4135 Prof services as too early in year.</p> <p>£-2k adv due to subscriptions for KEY, my Maths. Budgetd not sugg=fficient. See utc4140 Subscriptions.</p> <p>£-12K adv VAR due to Payment for IQS Exams. bUdget has been phased equally over 12 m. See utc4150 Exams.</p> <p>UAE: £61k fav var made up of:</p> <p>£17k fav var as only £4k budget spent yet on aca4000 STUDENT Rewards.</p> <p>£34K FAV VAR due to lower costs initially . Also £11k to be capitalised (in p6). However full budget likely to be met. On ACA4010 Equipnet (not ict).</p> <p>£-8K ADV var due to Broadband invoice for £11,925 in Premises costs which will need moving to ICTC01. See aca4015 IT consumables.</p> <p>£-12k adv var due to general purchase associated with curriculum. See ACA4020 Stionery .</p> <p>£-11k adv var as no budget for phiocopier Charges on ACA4025 Photocopier.</p>

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	Actual	Commitments	Budget 1920	Variance	Actual	Commitments	Budget 1920	Variance	Budget 1920	Forecast	(%)	
Income												
E0 - Other Supplies and Services	108,714.42	1,570.18	94,796.00	(15,488.60)	397,752.01	8,974.39	474,934.00	68,207.60	1,169,322.00	1,101,114.40	34.78 %	<p>£68K FAV VAR MADE UP OF:</p> <p>UAE : £11k fav var due to: £-57k adv mainly because budget is understated as it should be at least £166k (maybe other part of budget is on aca5020 FSM) on ACA5000 Catering. Also Think oct19 Inv is double paid for £13812.</p> <p>£-5k adv var due to maint of catering equip. see aca5005 catering rep & Maint.</p> <p>£74K Fav. (Part of this budget should be with ACA5000) see ACA5020 fsm</p> <p>£5k fav var possibly due to invoices still o/s. see aca5120 Photocopying.</p> <p>£-9k adv DUE maionly to oct19 Pllant invoice for £14k which includes £8200 for summer works which need capitalising as it realtes to Music Room Equip. and also £3200 keyboards which wil be capitalised in p6. on aca5135 IT Support Services.</p> <p>£-11k adv AS NO BUDGET FOR Text messages, FSM Checker, Payroll, Arts markl award, Ed Welfare, Ed Website Design. SEE ACA5140 Prof Fees.</p> <p>£11K FAV VAR due to general u/s. ON aca5145 General Office Costs.</p> <p>£2k fav on Furniture & Eqwui see aca5200 Furn & Equip.</p> <p>MAT: £57k fav var ytd made up of : £3k fav var due to £6k P1 accruals for caterin gevent reversing out and actual invoice only being for £3k. On MAT5015 catering Consumablrs.</p>

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	Consolidated											comments
	CURRENT PERIOD				YTD TOTALS				FULL YEAR		SPENT	
	Actual	Commitments	Budget 1920	Variance	Actual	Commitments	Budget 1920	Variance	Budget 1920	Forecast	(%)	
Income												
F0 - ICT Costs (Non Capital)	4,457.32	4,743.70	4,928.00	(4,273.02)	58,966.48	5,088.10	24,640.00	(39,414.58)	59,144.00	98,558.58	108.30 %	<p>£-39K ADV VAR MADE UP OF:</p> <p>UTC £-31k adverse variance largely due to; P1 £10k Baker Dearing licence which should be spread over 12months (moved to utc 4140 in p6) ON UTC5310 IT licencing. P2 £-4k adv var due to prepayment release of it licences (SIMS, CPOMS, HOC, Ruler IT). Budget is too low. £14k on Virgin Media Broadband Budget is simply too low on UTC5310 IT Licencing.</p> <p>MAT: £-10k adv on MAT5310 IT licencing due to additional licences and cloud licences and current commitments. See mat5310 it Licencing</p>
G0 - Staff Development	9,491.67	130.00	11,878.00	2,256.33	102,737.89	26,936.64	47,303.00	(82,371.53)	110,295.00	192,666.53	117.57 %	<p>£-82K ADV VAR MADE UP OF:</p> <p>UTC :-£-25k adv var made up of: £3K FAV var on course fees as no budget spent . See UTC6000 course fees.</p> <p>YTD £-27k adverse due mainly to; Recruitment fees for; £8.9k Science Teacher, and £4.5k Donna Short, and 2K for Theresa Uzoka (but we had budget for her), £4.5k TES Subscription in p4, £3.3K Edwin C placement Fee p5 , and £8.9k commitment (TES) on utc6010 Recruitment fees.</p> <p>UAE: £-35 ADV var made up of: £-9k adv mainly due to £12K Visionaries invoice on cpda01 (which should be on OUTD01 as per JT) . SEE aca6000 COURSE Fees.</p> <p>£-28K Adverse due to £5.9k Placement fee of L Kamalathsan, and £5.2k placement fee for Jeese Tucker, and £8.5K TES subscription (£1.7k/m), £3k Drag Sukeri Finders fee, plus £13.5 TES Commitment - see ACA6010 Recruitment fees.</p> <p>MAT: £-23k adv var: result of £10.5k recruitment fee for Om Parkash, £13.9K fee for</p>
H0 - Other GAG Expenses	-	-	-	-	-	-	-	-	-	-	-	-

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	CURRENT PERIOD				YTD TOTALS				FULL YEAR		SPENT	
	Actual	Commitments	Budget 1920	Variance	Actual	Commitments	Budget 1920	Variance	Budget 1920	Forecast	(%)	
Income												
IO - Depreciation	34,797.83	-	13,483.00	(21,314.83)	173,989.11	-	67,415.00	(106,574.11)	161,793.00	268,367.11	107.54 %	£-106K ADV VAR made up of : UTC : £-103k adv as no budget for Depn. UAE: £-4k adv var. due to depreciation of capitalisation of additional assets. Variance likely to increase as year goes.
Total Other Expenditure	246,892.20	42,365.04	236,502.00	(52,755.24)	1,222,957.49	95,926.62	1,170,302.00	(148,582.11)	2,837,080.00	2,985,662.11	46.49 %	
Total Expenditure	760,792.19	42,365.04	857,910.00	54,752.77	3,775,016.25	95,926.62	3,887,810.00	16,867.13	9,255,192.00	9,238,324.87	41.82 %	
Surplus / (Deficit) excl. Capital	166,117.06	(42,365.04)	(72,928.00)	196,680.02	22,377.55	(95,926.62)	36,225.00	(109,774.07)	162,162.00	52,387.93		
Notes to the Management Accounts												
Capital												
Capital Income												
W0 - Capital Income	-	-	639.00	(639.00)	-	-	3,195.00	(3,195.00)	7,668.00	4,473.00	-	
Total Capital Income	-	-	639.00	(639.00)	-	-	3,195.00	(3,195.00)	7,668.00	4,473.00	-	
Capital Expenditure												
W1 - Capital Expenditure	-	-	-	-	-	-	-	-	-	-	-	
Total Capital Expenditure	-	-	-	-	-	-	-	-	-	-	-	
Total Capital Funds	-	-	639.00	(639.00)	-	-	3,195.00	(3,195.00)	7,668.00	4,473.00	-	
Surplus / (Deficit) inc. Capital	166,117.06	(42,365.04)	(72,289.00)	196,041.02	22,377.55	(95,926.62)	39,420.00	(112,969.07)	169,830.00	56,860.93		

Pay Policy Review Spring 2020

Author: Jacqui Collins, Trust HRM

Date: 12/03/2020

Audience: SBA Board, Trust Leadership Team, Local Advisory Boards

Scope:

In reviewing the Trust's pay policy, we have highlighted that our pay scales do not fully reflect those contained within 'School Teachers' Pay and Conditions Document'¹ (STPCD) which represents at least 50% of the market. With the result being that we are out of line with most schools, the risk is that we will find it harder to recruit and retain staff.

The current system of honoraria or spine point positions for staff with responsibility is not clear or transparent and, in many cases, salaries have been offered on higher pay scales as a workaround due to the lack of a Teaching and Learning Responsibility (TLR) system. There is a risk that we may not have the pay structures in place to recruit and retain good staff; we also risk reputational damage through lack of transparency with regards to how pay is determined. Additionally, there is some difficulty in aligning this with our performance management policy and arrangements.

There is a general lack of clarity and precision as to how pay is determined and how staff are rewarded in the current pay policy. Furthermore, in appointing teaching staff we are in many instances paying a greater salary than the pay scales contained within the STPCD, therefore it would be useful to ensure the Trust's pay scales are as reflective as possible of those within the STPCD.

We have consulted widely, holding focus groups with all staff at both schools, both SAB chairs and both Principals. We have looked at the wider market including other MATs. We propose that we approach this in two phases: phase 1 teaching staff pay consultation (spring/summer 2020); phase 2 support staff pay consultation (autumn 2020).

Proposal for teaching staff pay:

- Scales to reflect STPCD, mirroring national pay spine points for inner London.
- Honorariums to be replaced by TLR management allowance system.
- TLRs to apply to teaching staff (additional responsibility allowances (ARAs) for non-teaching staff), and to be in line with NJC TLR format, with a collaborative approach taking place across the Trust to offer TLRs in relation to: department size, number of resources, number of staff, ensuring parity across the group.
- Smaller ARAs open to all staff (teaching and support staff) in line with a TLR3 for smaller responsibility roles.
- Ability to time limit TLRs and ARAs.
- Our own equivalent of the upper pay scale for highly capable, experienced teachers. Our own criteria and application system to be finalised. UPS also available for staff joining the Trust. Potential for yearly pay rises rather than bi-annually (the NJC version), which is favoured by both chairs of the local advisory boards.

Policy

A proposed policy, which has been reviewed by Principals, Exec Principal and Local Advisory Board Chairs is attached as **Appendix I**.

Assimilating pay

This is not a straightforward process. A number of conversations have been undertaken at Trust senior leadership level to consider the process for assimilation of current pay scales for teachers against the new scales. Options are as follows.

1. Assimilating a teacher's current pay scale to the nearest >NJC pay scale wef 1st September 2020 and freezing performance related pay increase.

We would be able to make this decision well ahead of time – there are swingeing differences in pay increases. Big risk of undermining performance management process.

2. Assimilating a teacher's current pay scale to the nearest >NJC pay scale wef 1st September 2020 with performance related pay increase taken into account.
We would have to wait until pay award is announced (end June/early July) and then for performance management windows to close (we would ideally expedite PM meetings) – there will be swingeing differences in pay increases.
3. Adapt current middle leadership salaries, where 'TLRs' have been incorporated into their salaries, moving the leadership element of their pay into a TLR payment.
Consultation meetings should be held with these employees as this represents an alteration to their terms and conditions of employment.
4. Adopting an open leadership scale for Principal and Executive Principal pay, necessitating salary determination by the Board at point of advert or offer.
This will be especially important in attracting candidates in a challenging recruitment market. Within this process, would we have a prescriptive process (as with the maintained sector), considering size, demographic and responsibilities within the particular institution?
5. Benchmarking AVP and VP scales in line with the market (which may result in safeguarding salaries for staff who are currently 'overpaid') (see **Appendix II – Teachers' Pay Scales**).
'Overpayment' applies to two VPs and one AVP across the Trust.
6. Adopting a safeguarding period for those staff who currently sit on scales which do not assimilate (in cases of staff who are currently 'overpaid').
This would apply to a small number of staff, but it is important to consider the length of safeguarding to ensure we do not drive out valued employees. NJC suggests eighteen months. We might consider two years.
7. Adopting a pay freeze period for those staff whose scale assimilates to a new scale which is wildly higher than their current salary, waiting for the scale point to 'catch up' with current pay.
This would ensure financial sustainability and parity across the size of pay increases.
8. A commitment by the SBA Board to adhere to the NJC cost of living pay award each year to maintain harmony with STPCD, compete with market forces, although maintaining control by establishing the pay structure as 'South Bank Academies Trust' scales.
Our scales will be skewed and fall totally out of line with NJC if we do not, thereby rendering this current exercise pointless!

Financial mapping

We have run a number of scenarios based on the above proposals and all result in anomalies between current pay scales and NJC pay scales.

Within the most straightforward scenario of assimilating a teacher's current pay onto the nearest NJC scale, the difference is anywhere between £1280 worse off in the case of a middle leader who would need a safeguarded salary and £3371 better off for those who would move from an SBA scale which falls between M6 equivalent and UPS1 (see **Appendix III**). This creates a number of issues:

- How long would we safeguard salaries for those members of staff who would end up worse off? Would we lose high performing staff – is it an opportunity to lose not so high performing staff?
- How do we maintain pay increase parity with these swingeing differences?
- Would we freeze an individual teacher's pay and wait for the NJC scale to 'catch up' – what are the risks of this – would we lose high performing staff?
- What happens when a teacher's pay scale on current SBA scales exceeds M6 but they have not completed the process for threshold?

Conclusion

With a number of factors to consider, including affordability, sustainability, and the need to retain high performing staff, we must be careful to tread carefully and adopt an approach which is not too controversial. We have a complex situation where the financial mapping is concerned and staff have a desire for clarity and transparency.

Required decisions

1. Board to agree and ratify SBA pay policy before the commencement of the summer term 2020.

2. Board to decide whether a cap should be put in place for the salary assimilation exercise, initiating a freeze until the NJC equivalent 'catches up'.
3. Board to decide the safeguarding period for 'overpaid' staff.
4. Board to decide whether leadership scales should be prescriptive (as per current scales) or will be open to evaluation and sign off by Board at point of advert.
5. Board to agree the mechanism for threshold applications and whether we will incorporate an annual or bi-annual increase.
6. Board to agree whether the NJC annual pay award will be adopted each year, thereby maintaining harmony.

Next steps

- BM to update budgets to factor in contingency funds for assimilation exercise (approx. £50k for UAE, £10k for UTC).
- EP and Principals announce new pay policy to staff, summer term 2020, outlining our plans to adopt new SBA pay scales which are broadly in line with NJC, wef September 2020.
- Principals and HRM to hold one to one consultation meetings with staff who will be affected by changes to terms and conditions (middle leaders) and safeguarded salaries (one middle leader, three senior leaders). Contracts to be updated accordingly.
- EP and Principals expedite performance management decisions for early September, providing sufficient time for financial modelling around pay increases vs assimilation to new scales before pay award deadline of 31st October.

References

1. DfE School Teachers' Pay and conditions

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/832634/School_teachers_pay_and_conditions_2019.pdf

Appendices

Appendix I – Proposed pay policy – September 2020

Appendix II – Proposed pay scales – September 2020

Appendix III – Financial mapping scenario – current pay scales v NJC equivalent

Appendix I – Proposed South Bank Academies Pay Policy

Introduction

This policy sets out the framework for making decisions on teachers' pay. It has been developed to comply with current legislation and has been consulted on with staff. Whilst South Bank Academies operates pay and conditions which are broadly in line with the STPCD, we are not bound by the STPCD (including national pay award) or Burgundy Book. South Bank Academies operates its own pay scales and terms and conditions and in setting its budgets will set its own annual pay award, which will seek to at least match the STPCD where possible.

Pay decisions at this school are made by the South Bank Academies Trust Board (SBA Board), with delegated powers given to the Principals of all schools within the Trust to make recommendations on pay progression.

Aims

In adopting this policy the aim is to:

- maximise the quality of teaching and learning, and the wider student experience.
- support the recruitment and retention of a high quality teacher workforce.
- enable the Trust to recognise and reward teachers appropriately for their contribution.
- ensure that decisions on pay are managed in a fair, just and transparent way whilst eliminating unnecessary bureaucracy for all concerned.

South Bank Academies will ensure all teachers in leadership posts receive a clear pay differential for their additional leadership role. All employees paid on the Leadership Scale will be entitled to an annual holiday entitlement as described in their contracts of employment

All teaching staff will be paid in accordance with the qualified or unqualified scale dependent upon qualifications. Whilst the limit of 1265 hours of 'directed time' will be recognised as a significant benchmark, and work-life balance will be an important consideration, the school will not be bound by the 1265 hour limit for teaching staff or those at leadership levels. Teachers are expected to take part in the school's enrichment programme and work such hours as may be needed to enable the effective discharge of the teacher's professional duties and to meet the educational needs of our students.

South Bank Academies will not expect employees to cover for long-term employee absence. In these circumstances the school may choose at its discretion to rewrite part of, or the entire, timetable or employ additional teaching staff. The school intends to keep cover demands to a minimum by using a range of strategies to cover short-term absences. However, the school reserves the right to use teaching staff for cover where it believes they can employ their professional skills effectively to deliver a worth-while learning experience for students in the absence of their usual teacher.

The school will ensure PPA (planning, preparation and assessment time) is preserved and that distribution of such teaching as outlined above is applied fairly and monitored so as not to over-burden individual employees.

The school reserves the right to restructure the timetable during periods of gained time or to use gained time for the use of cover where it believes teaching staff can employ their professional skills effectively to deliver a worth-while learning experience for students.

Minimising workload through the appraisal and pay process

We are committed to minimising the impact on workload for all parties involved. Our processes will be proportionate, facilitating robust evidence based decisions which are readily available from day to day practice. Our teaching staff will be treated fairly and objectives will be aspirational yet achievable, based on success criteria which are within their control. Furthermore, the wellbeing of our teaching staff will be considered when setting objectives and when making performance related pay arrangements and decisions. Whilst each school will organise its own distinct performance management and appraisal arrangements, these processes will be in line with this commitment.

Pay Reviews

The SBA Board will ensure teachers' salaries are reviewed annually, with effect from 1st September and no later than 31st October each year, and that all teachers are given a written statement setting out their salary and any other financial benefit to which they are entitled, backdated to 1st September.

Reviews may take place at other times of the year to reflect changes in circumstances or job description that lead to a change in the basis for calculating an individual's pay. A written statement will be given after review and where applicable will give information about the basis on which it was made. Any employee who wishes to discuss a review must discuss this with the Principal.

Where pay determination leads or may lead to the start of a period of safeguarding [we need to insert in here our period of safeguarding – NJC suggests up to eighteen months], the SBA Board will give the required notification as soon as possible and no later than one month after the date of the determination.

Basic pay determination on appointment

The SBA board will determine the pay range for a vacancy prior to advertisement. The SBA Board delegates powers to the CEO and Executive Principal in determining the starting salary of a teacher within that range to be offered to the successful candidate. In the case of determining the starting salary of the Executive Principal, Principal or member of the Senior Leadership Team, the CEO will make the decision regarding the pay range for these posts. In making such determinations, the decision makers may take into account a range of factors, including:

- the nature of the post (ie. shortage subject);
- the level of qualifications, skills and experience required (ie. A-level teaching experience);
- the relevant experience of the candidate
- market conditions;
- the wider school context.

There is no assumption that a teacher will be paid at the same rate as they were being paid in a previous school.

Pay progression based on performance

At South Bank Academies, all teachers can expect to receive regular, constructive feedback on their performance and are subject to annual appraisal that recognises their strengths, informs plans for their future development, and helps to enhance their professional practice. The arrangements for teacher appraisal are set out in the school's appraisal policy.

Decisions regarding pay progression will be made with reference to appraisal reports and the pay recommendations they contain. In the case of NQTs, whose appraisal arrangements are different, pay decisions will be made by means of the statutory induction process. It will be possible for a 'no progression' determination to be made without recourse to the capability procedure.

To be fair and transparent, assessments of performance will be properly rooted in evidence whilst being proportionate to be able to support robust decisions. At South Bank Academies, we will ensure fairness by ensuring that objectives are set in line with teachers' standards and that observations are carried out by a number of parties associated with a teacher's particular curriculum department including Heads of department, lead practitioners and senior leaders. We will minimise the impact on workload for individual teachers, line managers and Principals throughout the process. Objectives and performance management discussions will not be based on teacher generated data and predictions, or solely on the assessment data for a single group of pupils. The evidence we will use will be proportionate and may include: quality assurance of the quality of teaching offered; review of planning, assessment and feedback; regular dialogue through line management meetings and other such communications; evidence of meeting the teachers' standards more widely including professional conduct and values.

Teachers' appraisal reports will contain pay recommendations. Final decisions about whether to accept a pay recommendation will be made by the SBA Board, having regard to the appraisal report and taking into account advice from the Executive Principal and Principal. The SBA Board will consider its approach in light of the school's budget and ensure appropriate funding is allocated for pay progression at all levels, subject to affordability.

Judgments of performance will be made against the extent to which teachers have met their individual objectives and the relevant standards and how they have contributed to:

- impact on pupil progress;
- impact on wider outcomes for pupils;
- improvements in specific elements of practice, such as behaviour management or lesson planning;
- impact on effectiveness of teachers or other staff; and
- wider contribution to the work of the school.

The rate of progression may be differentiated according to an individual teacher's performance and will be on the basis of absolute criteria. Ordinarily, based on a successful review, a teacher may expect to move one increment point (unless at the top of the scale) unless their performance has been assessed to be outstanding or exceptional. There is however no obligation to increase an individual's pay unless it is warranted by performance. There are other considerations at large such as attendance and punctuality, investigations and/or warnings on file, and these will be factored into the final decision. Additionally, teachers may be performing satisfactorily, meeting most of their objectives (but not all) and with much of their teaching (but again not all) assessed as meeting Teachers' Standards.

In such circumstances the SBA Board may consider that such a level of performance will result in zero pay progression in that review cycle.

Pay progression timeline

In order to be eligible for consideration of pay progression on 1st September, an employee must have been in post for six months, ie. have commenced employment with South Bank Academies before 1st March. Employees who join the school after 1st March will be considered in the pay progression round in the following academic year.

Appraisal Pay and Determination Cycle

South Bank Academies undertakes to manage its pay and determination cycle as follows (the appraisal policy should be considered alongside this section).

Autumn term

- All objectives and success criteria to be finalised.
- Performance is monitored as set out in the appraisal policy (such as through observation and ongoing professional dialogue between the relevant parties and mid-year reviews).

Spring term

- Performance is monitored as set out in the school's appraisal policy (such as through observation and ongoing professional dialogue between the relevant parties and mid-year reviews).

Summer term

- Performance is monitored as set out in the school's appraisal policy (such as through observation and ongoing professional dialogue between the relevant parties).

Autumn term

- Performance against academic targets is assessed in the light of summer outcomes data.
- Teachers will receive an appraisal report which includes an assessment against their objectives and success criteria, the relevant standards and a recommendation on pay progression.
- The SBA Board will determine what provision should be made in the school's budget for pay awards and progression by 31st October.
- Teachers will receive an annual pay statement and a copy of the Trust's pay policy by 1st November, including the appeals procedure.
- South Bank Academies' pay and appraisal policies will be reviewed and updated in the light of any changes to STPCD or other such considerations, including annual pay award.
- Appraisal objectives and success criteria, linked to pay progression are set for the next appraisal period.

Movement to the Upper Pay Range

Applications and Evidence

There are three points within the South Bank Academies Upper Pay Range (see Appendix I, Teachers Pay Scales). Teachers who are situated on scale M6 on the qualified teacher scale may apply to be paid on the upper pay range and any such application must be assessed in line with this policy. It is the responsibility of the teacher to decide whether they wish to make an application to the upper pay range. Applications may be made at least once a year within the following timeline:

- 31st May – Upper Pay Range application window opens – it is advised that teachers who are about to enter this process inform their department lead and associated senior leader.
- 10th July – Upper Pay Range application window closes – submissions after this date will not be considered.

If a teacher is simultaneously employed at (an)other school(s), they may submit separate applications if they wish to apply to be paid on the upper pay range in that school or schools. South Bank Academies will not be bound by any pay decision made by another school.

All applications should include the results of reviews or appraisals and observations, and references or testimonials from the head of department and attached senior leader. Applications should contain evidence from the duration of a teacher's continuous service tenure with South Bank Academies amounting to two years or more. If an employee's tenure is less than two years, evidence should be sought from the previous school which should include performance management/appraisal reports, observation feedback, and a reference from the Principal of that institution.

Applications should be made by writing a letter addressed to the Executive Principal, with associated evidence by the

deadline to the HR department **OR** South Bank Academies will provide a standard form which should be completed and addressed to the Executive Principal, along with associated evidence, by the deadline to the HR department.

The Assessment

An application will be successful where the SBA Board is satisfied that: (a) the teacher is highly competent in all elements of the relevant standards; and (b) the teacher's achievements and contribution. For the purposes of this pay policy:

- 'highly competent' means performance which is not only good but also good enough to provide coaching and mentoring to other teachers, give advice to them and demonstrate to them effective teaching practice in order to help them meet the relevant standards and develop their teaching practice in the wider school context.
- 'substantial' means of real importance, validity or value to the school; play a critical role in the life of 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
- 'sustained' means maintained continuously over a long period (two years or more).

The application will be assessed by the Executive Principal and Principal. In the case of an unprecedented number of applications proving unsustainability within the school's budget, the SBA Board reserves the right to limit the number of threshold applications in any given year. Information regarding the number of places, if limited, will be provided at the outset of the application window.

Processes and procedures

The assessment will be considered by the SBA Board and applicants will be informed of the outcome by 31st October. If successful, applicants will move to the upper pay range with effect from 1st September (the September immediately following application). Successful applicants will be automatically placed on UPS1. An employee will be eligible for the next scale on the upper pay range after two years, after passing the appraisal process. Feedback will be provided by the Principal and Executive Principal within 20 working days of the decision. Any appeal against a decision not to move to the upper pay range will be heard under the school's general appeals arrangements.

Allowances and other payments

Teaching and Learning Responsibilities

South Bank Academies will award Teaching and Learning Responsibility points for responsibility roles across its schools. These roles will be advertised and will be awarded and reviewed on an annual basis and are subject to performance within the role, in line with the school's appraisal policy.

The allowance values are weighted and differentiated according to the responsibilities and accountabilities of the posts in question.

TLR 1: for example, Head of large curriculum department and/or core subject area.

TLR 2: for example, Head of medium sized curriculum department, pastoral/academic head of year.

TLR 3: for example, Head of small curriculum department, Head of subject, whole school responsibility, lead teacher, Head of subject within larger curriculum department.

Note: the above list is not exhaustive.

The national pay award will be taken into account by the SBA Board in relation to any potential uplift of these TLR values each year.

Recruitment and Retention Allowances

In order to recruit or retain staff, in particular in shortage subject areas or in the case of sustained outstanding performance, the SBA Board will consider the payment of a one-off recruitment or retention payment, not exceeding 5% of an employee's salary. This payment may also be used in recruiting new teachers to roles at the school where relocation has been necessary. The SBA Board delegates power to the CEO and Executive Principal in agreeing the payment of such an allowance, which may be attached to terms and conditions related to length of tenure.

Part time Teachers

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 SBA Board will provide a written statement detailing their working time obligations and the standard mechanism used to determine their pay, subject to the provisions of the statutory pay and working time arrangements and by comparison with the school's timetabled teaching week for a fulltime teacher in an equivalent post.

Short notice/Supply Teachers

Teachers employed on a day-to-day or other short notice basis will be paid on a daily basis calculated on the assumption that a full working year consists of 195 days; periods of employment for less than a day being calculated pro-rata.

Appeals

If an employee wishes to appeal a decision regarding pay determination, they would be advised to give initial consideration to the following criteria as to the validity of such an appeal.

- Was any provision of this policy incorrectly applied?
- Did the school fail to have proper regard for statutory guidance?
- Did the school fail to take proper account of relevant evidence?
- Did the school take account of irrelevant or inaccurate evidence;
- Did the school show bias; or
- otherwise unlawfully discriminate against the teacher.

They should seek to resolve this firstly by writing to the Executive Principal within ten working days of the decision (the CEO in the case of the Executive Principal, Principal or member of the Senior Leadership Team). The Executive Principal (or CEO) will arrange to meet with the employee to discuss the matter further and consider their representations. Following this process, where the employee continues to be dissatisfied, they may follow a formal appeal process as follows.

- The employee should set down in writing the grounds for questioning the pay decision and send it to the SBA Board (via the HR department), within ten working days of the outcome of the discussion with the Executive Principal (or CEO).
- The SBA Board shall convene a hearing within twenty working days of receipt of the written grounds, consisting of a panel of two board members, which may include the CEO (but not in the case of the Executive Principal, Principal or member of the Senior Leadership Team).
- The employee shall be given the opportunity to make representations and is entitled to be accompanied by a colleague or union representative.
- The decision of the appeal panel will be given in writing, within ten working days and, where the appeal is rejected, will include a note of the evidence considered and the reasons for the decision.
- The appeal panel's decision is final.

Monitoring, Review and National Framework

This policy shall be reviewed annually in the Autumn term by the South Bank Academies Executive Board, at which time consideration will be given to the national framework and associated pay awards. We will review our pay and appraisal policies annually to clarify our approach to making performance-based pay decisions and to set out the extent to which any uplift to the national framework will be taken into account when making any pay decisions.

Appendix II - Teachers' Pay Scales

Current SBA Scales

NJC Scales

JOINT UNION ROLE TYPE	SBA ROLE TYPE	PAY GRADE	SALARY
UQ1	Teacher	TS1	£ 22,229
UQ2	Teacher	TS2	£ 24,346
UQ3	Teacher	TS3	£ 26,463
UQ4	Teacher	TS4	£ 28,580
UQ5	M1 Teacher	TS5	£ 30,504
UQ6	M2 Teacher	TS6	£ 31,756
	Teacher	TS7	£ 33,344
	M3 Teacher	TS8	£ 34,932
	M4 Teacher	TS9	£ 35,990
	Teacher	TS10	£ 37,314
	M5 Lead Teacher	TS11	£ 39,166
	Lead Teacher	TS12	£ 40,753
	M6 Lead Teacher	TS13	£ 42,341
	Lead Teacher	TS14	£ 43,929
UPS1	Lead Teacher	TS15	£ 45,517
UPS2	Lead Teacher	TS16	£ 47,105
UPS3	Lead Teacher	TS17	£ 49,222
	Lead Teacher	TS18	£ 50,598
	Lead Teacher	TS19	£ 51,868
	Lead Teacher	TS20	£ 52,927
	Lead Teacher	TS21	£ 53,985
	Director	TS22	£ 56,896
	Director	TS23	£ 58,219
	Director	TS24	£ 59,542
	Director	TS25	£ 60,866
	Director	TS26	£ 62,453
	Director	TS27	£ 64,041
	AVP	TS29	£ 67,217
	AVP	TS30	£ 68,275
	AVP	TS31	£ 69,863
	AVP	TS32	£ 71,451
	AVP	TS32B	£ 73,039
	VP	TS33	£ 76,214
	VP	TS34	£ 77,802
	VP	TS35	£ 79,390
	VP	TS36	£ 81,507
	VP	TS37	£ 83,624
	Principal	TS38	£ 86,800
	Principal	TS39	£ 89,975
	Principal	TS40	£ 93,151
	Principal	TS41	£ 96,326
	Principal	TS42	£ 99,502
	Principal	TS43	£102,677
EP	Principal	TS44	£105,853
EP	Principal	TS45	£110,087
EP	Principal	TS46	£114,321
	Exec Principal	TS47	£118,430
	Exec Principal	TS48	£123,670
	Exec Principal	TS49	£128,910
	Exec Principal	TS50	£134,150
	Exec Principal	TS51	£139,391
	Exec Principal	TS52	£144,631
	Exec Principal	TS53	£149,871

UNQUALIFIED

	Current
UQ1	£ 22,237
UQ2	£ 24,293
UQ3	£ 26,350
UQ4	£ 28,405
UQ5	£ 30,460
UQ6	£ 32,515

MAIN SCALE, UPPER SCALE, LSHIP SCALE

	Current
M1	£ 30,480
M2	£ 32,070
M3	£ 33,741
M4	£ 35,499
M5	£ 38,230
M6	£ 41,483
* UPS1 Min	£ 45,713
UPS2	£ 47,960
UPS3 Max	£ 49,571
** L1	£48,824
L2	£49,857
L3	£50,912
L4	£51,984
L5	£53,091
L6	£54,223
L7	£55,477
L8	£56,576
L9	£57,790
L10	£59,076
L11	£60,404
L12	£61,624
L13	£62,968
L14	£64,344
L15	£65,747
L16	£67,295
L17	£68,663
L18	£70,194
L19	£71,742
L20	£73,328
L21	£74,949
L22	£76,618
L23	£78,318
L24	£80,074
L25	£81,867
L26	£83,699
L27	£85,579
L28	£87,512
L29	£89,491
L30	£91,522
L31	£93,594
L32	£95,722
L33	£97,911
L34	£100,140
L35	£102,436
L36	£104,776
L37	£107,194
L38	£109,648
L39	£112,131
L40	£114,742
L41	£117,416
L42	£120,156
L43	£121,749

TLRs

Payment 1 (TLR1)	Current
Minimum	£8,069
Maximum	£13,654
Payment 2 (TLR2)	Current
Minimum	£2,796
Maximum	£6,829
Payment 3 (TLR)	Current
Minimum	£555
Maximum	£2,757
SEN Allowance *	Current
SEN (Min)	£2,209
SEN (Max)	£4,359

*** AVP

*** VP

*** P/EP

HONORARIA

- 2.5k ie. Head of small department
- 5k Medium responsibility, head of medium department
- 10k Head of large department

* Chairs of LABs suggesting an interim performance payment after one year, instead of progression to U2 after two years

** Would question if we use these scales as a teacher on UPS3 plus max TLR would be just under £60k.

Suggesting we start at L14 and call it L1 - this is in line with benchmarking on other inner london schools (Tes)

*** Suggested parameters based on benchmarking on other inner london schools (Tes)

Appendix III - Pay differentials - UTC

Job Title	FT %	Current		New Pay scale				Diff	Notes
		Point	Salary	Point	Salary	TLR	Total Salary		
Head of Science	100	15	45518	M5	£ 38,230.00	£ 7,500.00	£ 45,730.00	£ 212.00	
Vice Principal	100	36	81507						N/A LEAVING
Assistant Vice Principal	100	32	71452	L19	£ 71,742.00		£ 71,742.00	£ 290.00	Would reach top of scale - no movement Autumn 2020
Teacher of Maths	100	16	47105	M6	£ 41,483.00	£ 2,500.00	£ 43,983.00	-£ 3,122.00	Would need to move to UPS to match current salary - lead teacher likely to be removed so have put on M6 for now
Engineering Teacher	100	13	42342	M6	£ 41,483.00	£ 1,000.00	£ 42,483.00	£ 141.00	ARA added for assistance with SV - would need to be discussed
Vice Principal	100	34	77803	L23	£ 78,318.00		£ 78,318.00	£ 515.00	
Teacher of Mathematics	100	7	33344	M3	£ 33,741.00		£ 33,741.00	£ 397.00	
Teacher of English	100	6	31756				£ -		N/A LEAVING
Dir Maths & Comp Science	100	0	56896	UPS2	£ 47,960.00	£ 10,000.00	£ 57,960.00	£ 1,064.00	
Teacher of Computing	60	19	31121.4	UPS3	£ 29,743.00	£ 1,500.00	£ 31,243.00	£ 121.60	51868 full time salary - equivalent UPS3 49571 plus TLR 4 for lead teacher - pro rata to 0.6 fte
Teacher of Business	100	8	34932	M4	£ 35,499.00		£ 35,499.00	£ 567.00	
Teacher of Maths	80	10	29851.2				£ -		N/A LEAVING
Teacher of Engineering	100	5	30505	U5	£ 30,460.00	£ 1,500.00	£ 31,960.00	£ 1,455.00	ARA for projects included - being paid this year already
Principal	100	38	86800	L28	£ 87,512.00		£ 87,512.00	£ 712.00	
Teacher of physics/engineering	80	7	26675.2	M3	£ 26,993.00		£ 26,993.00	£ 317.80	
Director English & Development	100	22	56896	UPS2	£ 47,960.00	£ 10,000.00	£ 57,960.00	£ 1,064.00	
Engineering Teacher	100	7	33344	M3	£ 33,741.00		£ 33,741.00	£ 397.00	
								Differential £ 4,131.40	

Appendix III - Pay differentials - UAE

Job	FTE		Current			SCENARIO 1 - MATCH TO NEAREST > CURRENT NIC EQUIVALENT					Notes
	%	Pt	Salary	Honorarium	Total	Pt	Salary	TLR	Total	Difference	
DT Teacher	100	12	40754		£ 40,754	M6	£ 41,483.00		£ 41,483.00	£ 729.00	
Head Mathematics	100	14	43929	Incl in salary	£ 43,929	M4	£ 35,499.00	£ 10,000	£ 45,499.00	£ 1,570.00	
DT Teacher	95	7	31009.92		£ 31,010	M3	£ 31,379.00		£ 31,379.00	£ 369.08	
Head of Computer Science	100	12	40754	Incl in salary	£ 40,754	M6	£ 41,483.00	£ 2,500	£ 43,983.00	£ 3,229.00	M5 is just slightly under, so have had to move to M6. Have included 2.5k TLR for Leader of Computer Science - to be discussed if TLR should be higher portion of salary
English Teacher	100	7	33344		£ 33,344	M3	£ 33,741.00		£ 33,741.00	£ 397.00	
Teacher of Humanities	100	11	39166	2500	£ 41,666	M6	£ 41,483.00	£ 2,500	£ 43,983.00	£ 2,317.00	M5 is just slightly under, so have had to move to M6.
Teacher of Art	50	17	24611	2500	£ 27,111	UPS3	£ 24,786.00	£ 2,500	£ 27,286.00	£ 175.00	49,222 ft salary, UPS3E49571 equivalent
DT Teacher	100	11	39166		£ 39,166	M6	£ 41,483.00		£ 41,483.00	£ 2,317.00	M5 is just slightly under, so have had to move to M6.
Teacher of Geography	60	7	20006.4		£ 20,006	M3	£ 20,245.00		£ 20,245.00	£ 238.60	
English Teacher	100	5	30505		£ 30,505	M2	£ 32,070.00		£ 32,070.00	£ 1,565.00	M1 is just slightly under, so have had to move to M2.
Teacher	100	6	31756		£ 31,756	M2	£ 32,070.00		£ 32,070.00	£ 314.00	
Music Teacher	100	9	35991	2500	£ 38,491	M5	£ 38,230.00	£ 2,500	£ 40,730.00	£ 2,239.00	M4 is just slightly under, so have had to move to M5. Need to check if this salary includes Head of Music honorarium though.
Assistant Vice Principal	100	29	67217		£ 67,217	L16	£ 67,295.00		£ 67,295.00	£ 78.00	
Teacher of English	100	7	33344		£ 33,344	M3	£ 33,741.00		£ 33,741.00	£ 397.00	
Science Teacher	100	5	30505		£ 30,505	M2	£ 32,070.00		£ 32,070.00	£ 1,565.00	M1 is just slightly under, so have had to move to M2.
Teacher of English	100	16	47105	2500	£ 49,605	UPS2	£ 47,960.00	£ 2,500	£ 50,460.00	£ 855.00	
Teacher of Mathematics	95.846	8	32782.33		£ 32,782	M4	£ 33,314.00		£ 33,314.00	£ 531.67	35499 ft salary
Maths Teacher	100	5	30505		£ 30,505	M2	£ 32,070.00		£ 32,070.00	£ 1,565.00	M1 is just slightly under, so have had to move to M2.
Director LD& Engineering	100	23	58220	Incl in salary	£ 58,220	UPS3	£ 49,571.00	£ 6,829	£ 56,400.00	-£ 1,820.00	Safeguarded salary would be required - Lazarus £1149 worse off
Head of English	100	22	56896	Incl in salary	£ 56,896	UPS2	£ 47,960.00	£ 10,000	£ 57,960.00	£ 1,064.00	
Science Teacher	60	10	22388.4		£ 22,388	M5	£ 22,938.00		£ 22,938.00	£ 549.60	38230 ft salary
Teacher of Mathematics	100	13	42342		£ 42,342	UPS1	£ 45,713.00		£ 45,713.00	£ 3,371.00	
Teacher of Science	100	6	31756		£ 31,756	M2	£ 32,070.00		£ 32,070.00	£ 314.00	
Mathematics Teacher	100	7	33344		£ 33,344	M3	£ 33,741.00		£ 33,741.00	£ 397.00	
Teacher of English	100	6	31756		£ 31,756	M2	£ 32,070.00		£ 32,070.00	£ 314.00	
Assistant Vice Principal	100	47	73039		£ 73,039	L19	£ 71,742.00		£ 71,742.00	-£ 1,297.00	Safeguarded salary would be required - Meirion £1297 worse off
Teacher of Spanish	100	6	31756		£ 31,756	M2	£ 32,070.00		£ 32,070.00	£ 314.00	
Teacher of Science	100	9	35991	2500	£ 38,491	M5	£ 38,230.00	£ 2,500	£ 40,730.00	£ 2,239.00	M4 just under so had to move to M5
Teacher of PE	100	6	31756		£ 31,756	M2	£ 32,070.00		£ 32,070.00	£ 314.00	
Assistant Vice Principal	100	30	68276		£ 68,276	L18	£ 70,194.00		£ 70,194.00	£ 1,918.00	
Vice Principal	100	34	77803		£ 77,803	L23	£ 78,318.00		£ 78,318.00	£ 515.00	
PE Teacher	100	6	31756		£ 31,756	M2	£ 32,070.00		£ 32,070.00	£ 314.00	
SENDCO	100	17	49222	Incl in salary	£ 49,222	UPS1	£ 45,713.00	£ 5,000	£ 50,713.00	£ 1,491.00	
Teacher of Computer Science	88.462	10	33008.54		£ 33,009	M5	£ 33,819.00		£ 33,819.00	£ 810.46	38230 ft salary
Science Teacher	100	8	34932		£ 34,932	M4	£ 35,499.00		£ 35,499.00	£ 567.00	
Vice Principal	100	36	81507		£ 81,507	L24	£ 80,074.00		£ 80,074.00	-£ 1,433.00	Safeguarded salary required - Jason would be £1433 worse off
Head of Humanities	100	14	43929	Incl in salary	£ 43,929	M5	£ 38,230.00	£ 6,829	£ 45,059.00	£ 1,130.00	
Teacher of Science	100	7	33344		£ 33,344	M3	£ 33,741.00		£ 33,741.00	£ 397.00	
Teacher of Art	70	17	34455.4		£ 34,455	UPS3	£ 34,699.00		£ 34,699.00	£ 243.60	49571 ft salary
Leader of Learning Science	100	21	53985	Incl in salary	£ 53,985	UPS1	£ 45,713.00	£ 10,000	£ 55,713.00	£ 1,728.00	
Senior Maths Teacher	100	13	42342	Incl in salary	£ 42,342	M6	£ 41,483.00	£ 2,500	£ 43,983.00	£ 1,641.00	2.5k TLR included for responsibility post
Lead Learner of PE *	100	20	52927	5000	£ 57,927	UPS2	£ 47,960.00	£ 11,829	£ 59,789.00	£ 1,862.00	5k TLR included for Head of PE
Design & Engineer Teacher	100	16	47105		£ 47,105	UPS2	£ 47,960.00		£ 47,960.00	£ 855.00	
Head of Spanish	100	19	51869	Incl in salary	£ 51,869	UPS1	£ 45,713.00	£ 6,829	£ 52,542.00	£ 673.00	7.5k TLR included for Head of MFL.
Principal	100	41	96327		£ 96,327		£ 97,911.00		£ 97,911.00	£ 1,584.00	safeguarded salary? Goes off Principal's scale if we adopt proposed scales.
Teacher of Drama	100	7	33344		£ 33,344	M3	£ 33,741.00		£ 33,741.00	£ 397.00	
Teacher of Humanities	100	9	35991		£ 35,991	M5	£ 38,230.00		£ 38,230.00	£ 2,239.00	M4 just under so had to move to M5
Teacher of Spanish	100	11	43929	Incl in salary	£ 43,929	M6	£ 41,483.00		£ 41,483.00	-£ 2,446.00	Temp Head of MFL TLR. Would revert to main pay scale wef Easter 2020.
Head of Business/6th Form	100	18	50599	Incl in salary	£ 50,599	M6	£ 41,483.00	£ 10,000	£ 51,483.00	£ 884.00	Have included x2 TLR for Head of Sixth (5k) and Head of Business (5k)

* Head of PE included in salary

TOTAL £ 41,581.01

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