



**LAURUS**  
—  
TRUST

# **Pay Policy 2022 - 2023**

<b>Policy Title and Summary</b>	Pay Policy
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<b>Last Review Date</b>	October 2022
<b>Next Review Date</b>	September 2023
<b>Reviewed By</b>	Michelle Hertel, Wendy Mason
<b>Date and Responsibility of next update/review</b>	The Pay Policy will be monitored and reviewed annually, considering pay uplifts from STPCD and NJC agreements. In consultation with the Joint Consultative and Negotiation Committee.
<b>Trade Union Consultation</b>	08/11/2022
<b>Ratification Date</b>	02/11/2022
<b>Audience</b>	All employees
<b>Related Documents</b>	Teacher Appraisal Policy NJC National Agreement on Pay and Conditions of Service April 2022 GLPC Job Evaluation Support Staff Probation Procedure
<b>Legal Framework</b>	Employment Relations Act 1999 Equality Act 2010 Employment Rights Act 1996 The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002 The Agency Workers Regulations 2010 School Teachers Pay and Conditions Document 2020 (The Document)
<b>Glossary of Terms</b>	ECT – Early Career Teacher (Replacing NQT) ISR – Indicative Salary Range MPR – Main Pay Range NJC – National Joint Council QTS – Qualified Teacher Status SEN – Special Educational Needs STPCD – School Teachers Pay and Conditions Document TLR – Teaching and Learning Responsibility UPR – Upper Pay Range

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## **Introduction**

The prime statutory duty of governing bodies in England, as set out in paragraph 21(2) of the Education Act 2002 is to "...conduct the school with a view to promoting high standards of educational achievement at the school." This pay policy is intended to support that statutory duty.

## **Scope**

The Trust will fulfil its obligations to:

- **Teachers:** as set out in the School Teachers' Pay and Conditions Document (the 'Document') and the Conditions of Service for School Teachers in England and Wales (commonly known as the 'Burgundy Book').
- **Support staff:** The National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service (known as the 'Green Book') and the Trust's pay/grading system.

## **Principles**

Appropriate differentials will be created and maintained between posts within the school, recognising accountability and job weight, and the Trustees need to recruit, retain and motivate sufficient employees of the required quality at all levels.

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.

Where a pay determination leads or may lead to the start of a period of safeguarding, the Trustees will comply with the relevant provisions of the Document in relation to teachers and according to Trustee's decisions for support staff and will give the required notification as soon as possible and no later than one month after the determination.

Where the Trust operates a historic salary sacrifice arrangement, all staff may participate in any arrangement and their gross salary shall be reduced accordingly, in accordance with the provisions of the Document.

Qualified teachers with QTS will be paid on the Main Pay Range or the Upper Pay Range for substantial and sustained performance.

The Pay Ranges in this school have been divided into progression stages as follows:

- Main Pay Range is divided into 6 points.
- The Upper Pay Range is divided into 3 points.

## **Roles**

### **Trustees Obligations**

- Act with integrity, confidentiality, objectivity and honesty in the best interests of the school; will be open about decisions made and actions taken, and will be prepared to explain decisions and actions to interested persons. The procedures for determining pay will be consistent with the principles of public life: objectivity, openness and accountability;
- 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;
- Ensure that the processes are open, transparent and fair. All decisions will be objectively justified. Adjustments will be made to take account of special circumstances. The exact adjustments will be made on a case-by-case basis, depending on the individual's circumstances and the school's circumstances;

- Consider any updated pay policy and assure themselves that appropriate arrangements for linking appraisal to pay are in place, can be applied consistently and that pay decisions can be objectively justified;
- Make funds available to support pay decisions, in accordance with this pay policy and the Trust's spending plan;
- Monitor the outcomes of pay decisions, including the extent to which different groups of teachers may progress at different rates, ensuring the Trust's continued compliance with equalities legislation.

### **CEO Obligations**

- Consult with union representatives at the JCNC on the Appraisal and Pay policies;
- Submit any updated Appraisal and Pay Policies to the Trustees for approval.

### **Head of School Obligations**

- Develop clear arrangements for linking appraisal to pay progression for teachers;
- Ensure that effective appraisal arrangements are in place and that any appraisers have the knowledge and skills to apply procedures fairly;
- Submit pay recommendations to the Trustees and ensure the Trustees have sufficient information upon which to make pay decisions;
- Ensure that employees are informed about decisions reached, and that records are kept of recommendations and decisions made.

### **Teachers' Obligations**

- Engage with appraisal; this includes working with their appraiser to ensure that there is a secure evidence base in order for an annual pay determination to be made;
- Keep records of their objectives and review them throughout the appraisal process;
- Share any evidence they consider relevant with their appraiser;
- Ensure they have an annual review of their performance.

### **Support Staff Obligations**

- Engage with the PDR process;
- Keep records of their objectives and review them throughout the PDR process;
- Ensure they have an annual review of their performance.

### **HR Obligations**

- Ensure that each member of staff is provided with a job description in accordance with the staffing structure agreed by the Trustees. Job descriptions 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 Trust. Job descriptions will identify key areas of responsibility;
- Ensure reasonable access for individual members of staff to their own employment records.

### **Procedure**

1. The Trustees will determine the annual pay budget on the recommendation of the pay committee, taking into account any requirements stated in the Document;
2. The Trustees has delegated its pay powers to the Pay Committee. Any person employed to work at a Trust school, other than the CEO, CFO, Head of School and an appropriate member of the Senior Leadership Team, must withdraw from a meeting at which the pay or appraisal of any other employee of the school, is under consideration. The CEO, CFO and Heads of School must withdraw from that part of the meeting where the subject of consideration is their own pay. A relevant person must withdraw where there is a conflict of interest or any doubt about their ability to act impartially;
3. No Trustee who is employed to work in the school shall be eligible for membership of this committee;

4. The Pay Committee will be attended by the Heads of School and an appropriate member of the Senior Leadership Team in an advisory capacity. Where the pay committee has invited external adviser(s) to attend and offer advice on the determination of the Heads of School's pay, that person will withdraw at the same time as the Head of School while the committee reaches its decision. Any member of the committee required to withdraw will do so;
5. The terms of reference for the pay committee will be determined from time to time by the Trustees. The current terms of reference are in Appendix A;
6. The report of the pay committee will be placed in the confidential section of the Trustee'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.

### **Annual Determination of Pay - Teachers**

7. All teaching staff salaries, including those of the Head of School, Deputy Heads of School and Assistant Heads of School will be reviewed annually to take effect from 1<sup>st</sup> September.
8. The Trustees will endeavour to complete teachers' and Heads of School annual pay reviews by 30<sup>th</sup> November. They will, however, complete the process without undue delay.
9. Decisions will be communicated to each member of teaching staff in accordance with the Document.
10. Decisions on the pay of the Heads of School will be communicated by the pay committee, in accordance with the Document. An instruction to amend pay from the relevant date will be issued immediately after the time limit for the lodging of an appeal has passed, or immediately after an appeal has been concluded.
11. The CFO and CEO will conduct a biennial benchmarking exercise for Executive pay to be reported to the Pay Committee.

### **Leadership**

12. A broad band of Indicative Salary Ranges (ISR) for each Leadership role is agreed by the Trustees and reviewed annually as part of the overall Leadership structure of the Trust. The factors outlined below will be taken into account to ensure appropriate differentials are maintained that provide for fair and equitable Leadership Pay taking into account the responsibilities of individual Leadership roles.
13. On appointment, a 5 or 7 point individual salary scale is agreed between the CEO and the relevant Head of School within the agreed ISR band.
14. The CEO must also agree the proposed appointment and individual salary range with the CFO to ensure that all appointments are affordable.
15. The Trustees will retain the determination of the indicative pay range to be advertised and agree pay on appointment as determined by the CEO, taking account of the full Leadership role and in accordance with the Trust's approach to Leadership pay.
16. The factors to be considered in determining pay on appointment are listed below:
  - the current (and future) size of the school;
  - the degree of complexity and challenge of the role;
  - the context and challenge arising from students' needs and the context of the school;
  - the scope and accountability of the role including Trust wide responsibilities;
  - recruitment and retention issues;
  - the post's position in the Trust's Leadership structure;
  - the candidates' experience to date;
  - the candidates' current pay to allow for future pay progression;
  - the current degree of difficulty of recruiting to a particular subject area or responsibility.
17. The current Leadership Indicative Salary Range's and Pay Scale can be found in Appendix E.

18. The CEO will determine the salary of a serving Leadership post holder in accordance with the Trust's pay policy.
19. The pay committee will review each Leadership post holder's pay in accordance with the Appraisal and Pay policies and award up to two performance points where there has been a sustained high quality of performance having regard to the results of the most recent appraisal carried out and any recommendation on pay progression in the Leadership post holder's most recent appraisal report.
20. The pay committee may determine the Leadership ISR's, as they deem appropriate and at any time if they consider it is necessary.
21. If the pay committee make a determination to change the ISR, it will consider the external factors and requirements of the Leadership role but also be mindful of other Leadership posts and differentials as advised by the CEO.

### **Acting Allowance**

22. Acting allowances are payable to teachers who are assigned and carry out the duties of Head of School, Deputy Head of School or Assistant Head of School in accordance with the Document. The Pay Committee will, within a four-week period of the commencement of acting duties, determine whether the acting post holder will be paid an allowance. In the event of a planned and prolonged absence, an acting allowance will be agreed in advance and paid from the first day of absence.
23. Any teacher who carries out the duties of Head of School, Deputy Head of School, or Assistant Head of School, for a period of four weeks or more, will be paid at an appropriate point of the Head of School's ISR, Deputy Head of School range or Assistant Head of School range, as determined by the pay committee. Payment will be backdated to the commencement of the duties.

### **Pay on Appointment – Teachers**

24. The Head of School will determine the starting salary of a vacant classroom teacher post on the main pay range or upper pay range, having regard to:
  - the requirements of the post;
  - any specialist knowledge required for the post;
  - the experience required to undertake the specific duties of the post;
  - the wider school context;
  - the candidate's current salary;
  - recognising the principles of pay portability.
25. The Trustees will, if necessary, use its discretion to award a recruitment incentive benefit to secure the candidate of its choice.
26. All ECTs will normally start on the minimum point of the pay range, having due regard for the above circumstances.
27. Teachers commencing on point M2 will need to provide written evidence of completion of their induction year.

### **Pay Progression – M Grade Teachers**

28. The Trustees expect all teachers to perform at the highest possible level and to continue to improve their professional practice year on year. The appraisal process is progressive and developmental, and good teachers have the opportunity over a number of years, to progress to the maximum of their respective pay range.
29. Teachers who successfully complete their first ECT year will progress by one pay point.

30. Teachers who fail to meet the minimum teaching standards and/or who consistently fail to improve their practice or to sustain the expected level of performance for their pay level, may not progress through the M grades annually and may be subject to the capability procedures.
31. Where a decision not to progress is made, the teacher will be supported through the appraisal process to improve their performance.

### **Upper Pay Range**

32. From 1<sup>st</sup> September 2014, any qualified teacher can apply to be paid on the Upper Pay Range (UPR). If a teacher is simultaneously employed at another school(s), they may submit separate applications if they wish to apply to be paid on the UPR in that school(s). This school will not be bound by any pay decision made by another school.
33. The closing date for applications is 15<sup>th</sup> October. The process for applications is:
  - Complete the school's application form found on the HR HUB;
  - Submit the application form and supporting evidence to the Head of School by the cut-off date;
  - The application form will be assessed which will include a recommendation to the pay committee of the relevant body;
  - The application, evidence and recommendation will be passed to the Head of School for moderation purposes, if the Head of School is not the assessor;
  - The Pay Committee will make the final decision, advised by the Head of School;
  - Successful applicants will move to the minimum of the UPR backdated to the 1st September.

Unsuccessful applicants can appeal the decision.

34. The Pay Committee will determine that one point be awarded to a teacher on the UPR if the Head of School and the Pay Committee are satisfied that:
  - The teacher is consistently highly competent in all elements of the teaching standards; and
  - The teacher's achievements and contribution to the school are substantial and sustained.
35. Decisions on performance related pay progression will be based on an annual assessment of the overall performance of the teacher in line with the Appraisal Policy.
36. Where all of the performance pay progression criteria set out in the Appraisal Policy are met, the teacher will move up to the next Performance Pay Progression Stage. Consideration may be applied where not all appraisal objectives have been fully met, but significant progress has been made.
37. If the evidence shows that a teacher has exceptional performance, the Trustees may consider the use of its flexibilities to award enhanced pay progression.
38. Where the performance pay progression criteria set out in the Appraisal Policy are not met, the teacher will not receive any performance pay progression.
39. A decision not to award performance pay progression may be made without recourse to capability procedures. However, teachers who fail to meet the minimum teaching standards and/or who consistently fail to improve their practice or to sustain the expected level of performance for their pay level, may be subject to these procedures.
40. Where a decision not to progress is made, the teacher will be supported through the appraisal process to improve their performance.
41. Consideration will be given to a teacher, who has made good progress on, but not quite achieved, a very challenging objective. This teacher may have performed better and made a more significant contribution than a teacher who met in full a less stretching objective. Similarly, a teacher may have achieved all their objectives but failed to meet all of the relevant standards.
42. The Trustees' Pay Committee will be advised by the Head of School and Leadership Team in making all such decisions.

## **Unqualified Teachers**

43. The pay committee will pay any unqualified teacher in accordance with the Document. The pay committee will determine where a newly appointed unqualified teacher will enter the scale, having regard to any qualifications or experience they 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 Document.
44. Pay progression will be on the same basis as qualified teachers.

## **Teaching and Learning Responsibility Payments**

45. The pay committee may award a TLR to a classroom teacher in accordance with the Document. A TLR 1 or 2 will be for clearly defined and sustained additional responsibility for the purpose of ensuring the continued delivery of high-quality teaching and learning.
46. All job descriptions will be regularly reviewed and will make clear, if applicable, the responsibility or package of responsibilities for which a TLR is awarded.
47. The pay committee may award a fixed term TLR 3 to a classroom teacher for clearly time-limited school improvement projects, one-off externally driven responsibilities. or where teachers are undertaking planning, preparation, coordination of, or delivery of tutoring to provide catch-up support to pupils on learning lost to the pandemic, and where that tutoring work is taking place outside of normal directed hours but during the school day.
48. The fixed-term for which they are to be awarded must be established at the outset of the award. Consecutive TLR3s should not be awarded for the same responsibility unless that responsibility relates to tutoring, as set out above.
49. This will be set out in writing to the teacher to include the duration of the fixed term, and the amount of the award will be paid in monthly instalments. No safeguarding will apply in relation to an award of a TLR3. The pro-rata principle does not apply to TLR3's.

## **Additional Payments - Teachers**

50. The Trustees may make payments as they see fit to a teacher, following recommendations by the CEO or Head of School in respect of additional intervention for students during weekends and holiday times. This is intervention over and above the 1265 requirements. This will be paid at the rate of £25 per hour.
51. The Trustees can award lump sum payments, periodic payments, or provide other financial assistance, support or benefits for a recruitment or retention incentive.
52. The Pay Committee will consider exercising its powers under the Document where they consider it is appropriate to do so in order to recruit or retain relevant staff including members of the Laurus Trust Leadership Team and the Heads of School.

## **Appeals Procedure**

### **Stage one – informal discussion with the appraiser or Head of School prior to confirmation of pay recommendation**

1. A teacher who is dissatisfied with a pay recommendation has the opportunity to discuss the recommendation with the appraiser or Head of School before the recommendation is actioned and confirmation of the pay decision is made by the school.

## **Stage two – a formal representation to the person or Pay Appeal Committee making the pay determination**

2. If, having had an informal discussion with the person making the pay recommendation, the teacher believes that an incorrect recommendation has been made, they may make representation to the person (or Pay Appeal committee) making the decision. To begin the process the teacher should submit a formal written statement to the person (or Pay Appeal committee) making the determination, setting down in writing the grounds of their disagreement with the pay recommendation.
3. The teacher is given the opportunity to make representations, including presenting evidence, calling witnesses, and the opportunity to ask questions at a formal meeting with the person (or Pay Appeal committee) who will make the pay determination. Following this meeting the person (or Pay Appeal committee) will make a pay determination that will be communicated to the teacher in writing.

## **Stage three – a formal appeal hearing with an appeals panel of Trustees**

4. Should the teacher not agree with the pay determination, the teacher may appeal the decision and have an appeal hearing before an appeals panel of Trustees.
5. In the hearing before Trustees, both the teacher and the management representative will have the opportunity to present their evidence and call witnesses; the parties will also be able to question each other. The panel is permitted to ask exploratory questions.
6. Having heard the appeal, the panel must reach a decision, which it must relay to the teacher in writing, including their rationale for reaching the decision. The appeal panel's decision is final and, as set out in the Document, there is no recourse to the general staff grievance procedure.

## **Support Staff**

1. Support staff pay and conditions will correspond with the scheme of conditions of services prescribed by the National Joint Council for Local Government Services (the 'Green Book').
2. All support staff posts will be advertised on the appropriate pay grade. The grade used for a specific appointment will be determined in accordance with the Greater London Provincial Council (GLPC) Job Evaluation Scheme.
3. The guidelines for Support staff will apply to any member of the Support Staff Leadership team who is not a qualified teacher, with the exception of the CFO whose incremental progression is payable 1<sup>st</sup> January and will be agreed by the Executive Remuneration Committee.
4. Newly appointed staff will normally commence on the minimum of the scale. They will also be subject to a probation period. In areas of staffing shortage, the Trustees will consider a starting salary above the normal to attract the right candidate.
5. Support staff on incremental pay scales will progress through the scale with annual incremental progression until the maximum of the scale is reached. Increments are payable on 1st April. Employees with less than 6 months' service by 1<sup>st</sup> April will receive their first increment 6 months from the date their employment commenced.
6. Support staff who have received an increase in salary due to an internal promotion within the 6 months prior to 1st April, i.e. after 1st October, will be eligible for an increment six months from the date of their promotion.

## **Additional Payments – Support Staff**

7. The Trustees will consider using a market pay supplement where a post is hard to fill due to local/national shortages. The use of a market supplement will be based on evidenced

recruitment/retention problems. The supplement will also apply to existing post-holders in the same job. The Trust will ensure that contractual terms are clear to enable the payments to be withdrawn if the 'market' changes.

8. The Trustees, following recommendation by the CEO/CFO, may award a merit increment in recognition of exceptional performance. In such circumstances staff on the maximum of the scale will be awarded one additional increment above scale. Merit increments can only be awarded once, whilst undertaking a particular role and do not increase the contracted scale.
9. The Trustees may award, following recommendation by the CEO/CFO honoraria payments for staff undertaking increased responsibilities for a significant temporary period. Such payments will be based on the difference between the two posts salary levels. The payment will be made from the date the employee agrees to take on the additional responsibilities.
10. Hours worked above 37 per week will be paid at the appropriate overtime rate or time in lieu if agreed with the CFO in advance.
11. Suitably qualified staff appointed as First Aiders will receive a monthly first aid allowance. A first aid allowance will not be remunerated if the duty is referenced within the post-holder's substantive evaluated job description.
12. Contracted Laurus Trust support staff will receive a paid holiday entitlement dependent on grade and increased after five years' continuous service as below **(effective 1<sup>st</sup> April 2023)**.

<b>SCP</b>	<b>1- 4 years' service</b>	<b>5+ years' service</b>
1-23	25 days	28 days
LTA-LTB	26 days	28 days
LTC and above	28 days	31 days
LT Executive	31 days	36 days

## **APPENDIX A: Terms of Reference**

### **Pay Committee**

The Trustees shall establish a Pay Committee to set the Pay Policy for the school and to implement the approved Pay Policy in respect of the pay for all staff. The Pay Committee shall consist of at least three named members of the Trustees, none of whom shall be employees or Associate Members. The CEO and CFO will attend the Pay Committee. The Heads of School, and their nominated members of the Leadership Team, may attend all proceedings of the Pay Committee for the purposes of providing information and advice, but must withdraw when their own salary is being discussed. A quorum shall consist of two Trustees.

#### **Delegated Responsibilities:**

- Set the Pay Policy for the school;
- To advise the Trustees on current and future pay level;
- To ratify appropriate salary ranges and starting salaries for members of the leadership group;
- To ratify annual pay progress for teachers/Heads of School by 30<sup>th</sup> November as set out in the Pay Policy, taking account of any recommendations made on the Performance Management review statement/Performance Review Panel, in accordance with the approved pay policy;
- To approve applications to be paid on the Upper Pay Range;
- To determine the application of national inflationary increases as required;
- To monitor and report to the full Trustees on the annual pattern of performance pay progression at each level and the correlation between pay progression, quality of teaching and outcomes for students/pupils;
- To receive and approve the recommendation from the Remuneration Panel in relation to the CEO and CFO salaries.

### **Pay Appeals Committee**

The Trustees shall establish a Pay Appeals Committee to deal with all appeals against pay decisions. The meeting of the Staff Pay Appeals Committee should be minuted. The Pay Appeals Committee shall consist of at least three named members of the Trustees, none of whom shall be employees or Associate members or members of the Pay Committee. The Head of School may attend all proceedings of the Pay Appeals Committee for the purpose of providing information and advice (except where the appeal is in respect of their own salary, where they will attend for the purposes of making their case). A quorum shall consist of two Trustees.

#### **Delegated Responsibilities:**

- To determine formal appeals against pay determinations in accordance with the Appeals Procedure set out in the Pay Policy;
- To ensure compliance with statutory requirements for setting Leadership pay.

### **Remuneration Committee**

The Trustees shall establish a Remuneration Committee, which meets annually, to set the pay level for the CEO and CFO. The Remuneration Committee shall consist of two Board Trustees whom shall be involved in reviewing the PM Objectives of either the CEO or CFO. A quorum will consist of two Trustees.

#### **Duties**

- To consider the recommendations of pay for the CEO and CFO and set the level for the calendar year;
- Any decisions made will require ratification by the Pay Committee.

## **APPENDIX B – Pay Appeals Meeting Procedure**

The meeting should be attended by the employee, their colleague or representative if required, a representative of the Pay Committee and the Pay Appeals Committee. The Head of School should attend to provide information and advice (except where they are the appellant).

1. Introductions and opening remarks.
2. Member of staff and/or representative to present case (and call witnesses if appropriate);
  - Pay Committee Representative to ask questions;
  - Pay Appeals Committee to ask questions.
3. Pay Committee Representative to respond (and call witnesses if appropriate);
  - Member of staff and/or representative to ask questions;
  - Pay Appeals Committee to ask questions.
4. Head of School to add any relevant information (where not the appellant).
5. Employee or representative to make closing statement.
6. Both parties withdraw to allow Pay Appeals Committee to consider their decision.
7. Either both parties invited back to hear decision or the decision will be communicated in writing within 48 hours.

## **APPENDIX C – Executive Team Pay Policy**

### **Statement of Intent**

The Trustees of the Laurus Trust will act with integrity, confidentiality, objectivity and honesty in the best interests of the Trust; will be open about decisions made and actions taken and will be prepared to explain decisions and actions to interested and appropriate people. Its procedure for determining pay will be consistent with the principles of public life: objectivity, openness and accountability.

### **Equalities Legislation**

The Trustees will comply with all the relevant equalities legislation.

### **Procedures for CEO and CFO Pay**

The Trustees maintain a rigorous control of pay progressions for the CEO and CFO in accordance with the following approach:

- **CEO** - The CEO has a separate PM process overseen by the Chair and Vice Chair of the Laurus Trust. This group sets the PM objectives for each calendar year and reviews them on a termly basis. If the objectives have been achieved, then the recommendation for a salary increase is communicated to the Remuneration Committee.
- **CFO** - The CEO sets the objectives of and undertakes the PM process of the CFO. The objectives set for the calendar year and are reviewed on a termly basis. If the objectives have been achieved, then the recommendation for a salary increase is communicated to the Remuneration Committee.

## APPENDIX D – TEACHER PAYSCALES AND TLR VALUES (W/e 1<sup>st</sup> Sep 2022)

Main Pay Range	
M1	£28,000
M2	£29,800
M3	£31,750
M4	£33,850
M5	£35,990
M6	£38,810

Upper Pay Range	
UPS1	£40,625
UPS2	£42,131
UPS3	£43,685

TLR Values	
TLR1a	£8,706
TLR1b	£10,715
TLR1c	£12,723
TLR1d	£14,732
TLR2a	£3,017
TLR2b	£5,157
TLR2c	£7,368
TLR 3 Range	Minima £600 – Maxima £2,975

Unqualified Teacher Range	
UQ1	£19,340
UQ2	£21,559
UQ3	£23,777
UQ4	£25,733
UQ5	£27,954
UQ6	£30,172

## APPENDIX E – LEADERSHIP PAYSCALES (W/e 1<sup>st</sup> Sep 2022)

Leadership Point	Salary	Leadership Point	Salary
L1	£44,305	L23	£76,122
L2	£45,414	L24	£78,010
L3	£46,548	L25	£79,949
L4	£47,706	L26	£81,927
L5	£48,895	L27	£83,956
L6	£50,122	L28	£86,040
L7	£51,470	L29	£88,170
L8	£52,659	L30	£90,365
L9	£53,973	L31	£92,597
L10	£55,360	L32	£94,898
L11	£56,796	L33	£97,256
L12	£58,105	L34	£99,660
L13	£59,558	L35	£102,137
L14	£61,042	L36	£104,666
L15	£62,561	L37	£107,267
L16	£64,225	L38	£109,922
L17	£65,699	L39	£112,601
L18	£67,351	L40	£115,410
L19	£69,022	L41	£118,293
L20	£70,333	L42	£121,258
L21	£72,483	L43	£123,057
L22	£74,283		

Proposed Indicative Salary Range	Executive Head	Head of school	Deputy Head	Assistant Head	Trust Director	School Director	Specialist Leader Education
Secondary	L37-43	L28-42	L18-28	L11-24	L8-26	L6-12	L3 – L16
Primary	L25-36	L10-22	L6-13	L2-9			

**APPENDIX F – LAURUS TRUST SUPPORT STAFF PAYSCALES (NJC) (W/e 1<sup>st</sup> April 2022)  
Revised November 2022**

Scale	SCP	Salary Per Annum £	Hourly Rate
Scale 2	4	21,189	£10.98
Scale 2	5	21,575	£11.18
Scale 2	6	21,968	£11.39
Scale 3	7	22,369	£11.59
Scale 3	8	22,777	£11.81
Scale 3	9	23,194	£12.02
Scale 3	10	23,620	£12.24
Scale 4	11	24,054	£12.47
Scale 4	12	24,496	£12.70
Scale 4	13	24,948	£12.93
Scale 4	14	25,409	£13.17
Scale 5	15	25,878	£13.41
Scale 5	16	26,357	£13.66
Scale 5	17	26,845	£13.91
Scale 5	18	27,344	£14.17
Scale 5	19	27,852	£14.44
Scale 6	20	28,371	£14.71
Scale 6	21	28,900	£14.98
Scale 6	22	29,439	£15.26
Scale 6	23	30,151	£15.63
LTA	24	31,099	£16.12
LTA	25	32,020	£16.60
LTA	26	32,909	£17.06
LTA	27	33,820	£17.53
LTA	28	34,723	£18.00
LTA	29	35,411	£18.35
LTB	30	36,298	£18.81
LTB	31	37,261	£19.31
LTB	32	38,296	£19.85
LTB	33	39,493	£20.47
LTB	34	40,478	£20.98
LTB	35	41,496	£21.51
LTC	36	42,503	£22.03
LTC	37	43,516	£22.56
LTC	38	44,539	£23.09
LTC	39	45,495	£23.58
LTC	40	46,549	£24.13
LTC	41	47,573	£24.66
LTD	42	48,587	£25.18
LTD	43	49,590	£25.70
LTD	44	50,721	£26.29
LTD	45	51,821	£26.86
LTD	46	52,932	£27.44
LTE	48	55,175	£28.60
LTE	49	56,291	£29.18
LTE	50	57,408	£29.76
LTE	51	58,522	£30.33
LTE	52	59,646	£30.92
LTF	54	61,874	£32.07
LTF	55	63,047	£32.68
LTF	56	64,209	£33.28
LTF	57	65,387	£33.89
LTF	58	66,559	£34.50

NB: Hourly rate calculated by dividing annual salary by 52.143 weeks (365 days/7) divided by 37 hours (full time week)

**APPENDIX G – LAURUS TRUST SUPPORT STAFF LEADERSHIP PAY SCALE (W/e 1<sup>st</sup> April 2022)  
Revised November 2022**

Executive Point	Salary Per Annum £
1.	68,940
2.	70,587
3.	72,234
4.	73,884
5.	75,530
6.	77,177
7.	78,827
8.	80,474
9.	82,121
10.	83,770
11.	85,418
12.	87,066
13.	88,714
14.	90,362
15.	92,010
16.	93,657
17.	95,305
18.	96,953
19.	98,601
20.	100,248
21.	101,897
22.	103,545
23.	105,192
24.	106,841
25.	108,489
26.	109,780
27.	111,306
28.	112,833
29.	114,359
30.	115,885