

Pay Policy 2024

Version 1: 25 November 2024



St Paul's CE Primary School

Policy Details

St Paul's CE Primary School has adopted the PACT HR recommended model procedure as agreed by the following Trade Unions;

- ASCL
- GMB
- NAHT
- NASUWT
- NEU
- UNISON

Board of Trustees / Governing Body Approval

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Approved by: St Paul's Governing Body

Approved on: 11/12/2024

Date of Implementation: 01/01/2025

Reviewer: St Paul's Governing Body

To be reviewed on: 01/09/2025

This policy/guidance will be retained for a period of 7 years from replacement.

Summary of Key Changes to Pay Policy

Updated 25 November 2024

1. The pay scales for Teachers have been updated in line with the 2024 version of the STPCD with implementation from 1 September 2024.
2. Group Sizes for Headteachers have been updated in accordance with the September 2024 STPCD.
3. TLR Payments and SEN allowances have been updated to reflect the September 2024 STPCD.
4. Removal of reference to Performance Related Pay (PRP) to reflect the removal of PRP in line with the STPCD 1 September 2024.
5. Clarity regarding pay awards for teachers who are subject to Formal Capability Proceedings.
6. The NJC Pay Scales for support staff have been updated in line with 23 October 2024 agreed pay offer with implementation from 1 April 2024.
7. Reference to Equality Impact Assessment added.
8. Table of contents updated.

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1. Policy Statement

1.1 Introduction

The statutory pay arrangements for teachers give significant discretion to Governing Bodies / Board of Trustees to set Teachers Pay. The [School Teachers' Pay and Conditions \(STPCD\)](#) since September 2004, has placed a statutory duty on schools to have a Pay Policy in place which sets out the basis on which they determine Teachers' pay, and to establish procedures for determining appeals. Governing Bodies / Board of Trustees are also recommended within their Pay Policy to stipulate their procedures for determining the pay of support (non-teaching) staff. This should ensure fair and equitable treatment for all staff and minimise the prospect of disputes and legal challenge of pay decisions. The School, Academy or Trust when making pay decisions, must have regard both to their Pay Policy and to the staff member's particular post within the staffing structure. A copy of the staffing structure should be attached to the Pay Policy together with any plan for implementing change.

The pay for support / associate staff is arranged according to Local Government Pay Scales (determined locally) and the applicable Conditions of Service. St Paul's Governing Body has delegated powers to determine the pay of all support staff ([School Standards and Framework Act 1998](#)).

It is recognised that Academies and Trusts are not obliged to follow nationally agreed terms and conditions for teachers and support staff, however, this document assumes that a decision has been taken to do so.

1.2 Statement of Intent

The Governing Body / Board of Trustees of the School / Academy / Trust will seek to ensure that all teaching and support staff are valued and receive proper recognition for their work and contribution to school life.

This policy will be applied to the pay of all staff employed to work in the school, excluding any staff whose pay is not determined by The Governing Body / Board of Trustees. The prime statutory duty of Governing Bodies, 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". The School Pay Policy is intended to support that statutory duty.

1.3 Appraisals

All staff (including Leadership) can expect to receive regular, constructive, feedback on their performance and are subject to an annual appraisal that recognises their strengths, informs plans for their future development and helps enhance their professional practice.

1.4 General Provisions

The Pay Policy will comply with the provisions of The Equality Act 2010/12, The Employment Rights Act 1996, The Employment Relations Act 1999 and The Employment Act 2002, as well as The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000, The Employment Act 2008 and the relevant ACAS code of practice (regarding dispute resolution), The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002, The Agency Workers Regulations 2010. The Governing Body / Board of Trustees will promote equality in a manner consistent with its duty under Section 149 Equality Act 2010, particularly,

regarding all decisions on the advertising of posts, appointing, promoting and paying staff, training and staff development.

1.5 Equality Impact of Pay Structure

We recommend The Governing Body / Board of Trustees carry out an equality impact assessment to determine whether the structures agreed will affect some groups differently to others. The intended outcome of the assessment is that it will reduce likelihood that it discriminates and that, where possible, it promotes equality and fairness. This should include annual monitoring of pay progression against protected characteristics as well as by pay grade, employment status and contract type.

1.6 GDPR Statement

St Paul's CE Primary School is committed to ensuring protection of all personal information held. School is transparent about how it collects and uses the personal data of its workforce, and to meet its data protection obligations.

All personal information is strictly confidential and all aspects including all documentation and records shall be treated as such and comply with the Data Protection Act 2018.

The Data Protection Act 2018 and UK GDPR do not however prevent the sharing of information for the purposes of keeping children safe.

1.7 Consultation

The Governing Body / Board of Trustees' will consult staff and trade unions on their Pay Policy and review it each year or when other changes occur to the document to ensure that it reflects the latest legal position. For teachers in local authority-maintained schools, the Pay Policy should comply with the most current STPCD and the accompanying statutory guidance. The Pay Policy should be used in conjunction with both but in the event of any inadvertent contradictions the most current STPCD and statutory guidance will take precedence. Each member of staff and each governor will be given a copy of the final Pay Policy and the School's Staffing Structure.

1.8 Budget

All statements relating to the exercising of discretions are statements of principle and their implementation is reliant on the availability of funding – both currently and in future years. However, The Governing Body / Board of Trustees will ensure that appropriate funding is allocated for pay progression for all eligible employees. Schools should incorporate an element of funding into their budget planning to reflect annual pay awards and increments.

1.9 Equality Impact Assessment

All Schools, Academies and Trusts must ensure that all strategies, policies, service and functions, both current and proposed have considered equality, diversity and inclusion. It is recommended that an Equality Impact Assessment (EIA) form is used in conjunction with PACT HR Policies. An EIA template is attached to this policy, or a word version can be found on the PACT HR website for completion.

2.0 Pay Policy

2.1 Introduction

The Governing Body / Board of Trustees will pay Teachers in accordance with this policy and will apply the guidance stated in the annual DfE School Teachers' Pay and Conditions Document (STPCD) and any local agreements. Support staff will be paid using the locally determined recommended pay scales for local authority staff and in accordance with their conditions of service.

2.2 Determining Pay on Appointment

The Governing Body / Board of Trustees will determine the pay range for any vacancy, including additional pay elements (e.g., recruitment or retention payments, out of school hours learning, permanent support for other schools, initial teacher training) previously paid separately to basic pay, whether teacher, support staff or member of the leadership group, prior to such a vacancy being advertised and state this in the advert for the post. Only temporary additional payments will be paid separate to basic pay. On appointment it will determine the starting salary within that range to be offered to the successful candidate. The Governing Body / Board of Trustees, when making this determination, shall ensure that no teacher shall be awarded a salary that is less than the minimum or more than the maximum of the relevant pay range or individual school range.

The Governing Body / Board of Trustees will normally match the salary point of any teacher joining the school. Any exception to this must be clearly explained at the advertising stage and the pay policy should determine that pay is not automatically portable.

In making such pay determinations, The Governing Body / Board of Trustees may consider a range of factors, including:

- The nature and responsibilities of the post
- The level of qualifications, skills and experience required
- The wider school context

These options are for guidance only and are not intended to provide an exhaustive list and may not apply to all appointments.

2.3 Safeguarding Arrangements

The Governing Body / Board of Trustees will operate salary safeguarding arrangements in line with the provisions of the most current STPCD.

2.4 Salary Reviews (Associate / Support Staff)

Pay determinations for members of associate / support staff will be based on the recommended pay scales for the relevant Local Authority (NJC) and in accordance with their conditions of service at the time. These pay scales can be found in Appendix 3 of this document.

2.5 Salary Reviews (Teachers including Teaching Leadership Roles)

All Teacher salaries (including the Leadership Group) will be reviewed annually to take effect from 1 September.

Reviews may take place at other times of the academic year to reflect individual circumstances or to account for modifications to job descriptions that lead to a change in the basis for calculating the individual's pay. For example, a Teacher taking up a new post on a date other than 1 September or the award of a Teaching and Learning Responsibility Payment.

All teachers will be provided with a written statement of their salary determination at the earliest opportunity and no later than **30 September**. A model pay statement for Classroom Teachers is given as an appendix to this policy (Appendix 1).

Pay progression may be halted for teaching (including leaders) who are subject to a formal capability process, if appropriate. If halted, the pay progression must be reinstated at the point of the employee successfully exiting the formal capability process. Pay progression should not be halted if an individual is subject to an informal capability process.

It is not appropriate for pay progression to be linked to disciplinary or absence. These should be managed through the relevant policy and procedures, with any sanctions imposed in line with the appropriate policy.

A School, Academy or Trust may wish to consider how they reward teaching employees in exceptional circumstances, which could include the use of accelerated pay progression. Any use of accelerated pay progression must have the appropriate Board of Trustees / Governing Body Approval, be fully consulted upon with the relevant trade unions and equality impact assessed to ensure transparency of application.

2.6 Classroom Teacher Posts

2.6.1 Teachers on the Main Pay Range

The pay committee will use a scale with a range of points. The points on the main pay range can be found in Appendix 2.

Teachers on the main pay range will receive automatic progression to the next incremental point within their pay range, except if they are subject to formal capability proceedings as per section 2.5 of this policy.

2.6.2 Applications for the Upper Pay Range

The pay committee will use a scale with a range of points. The points on the Upper Pay Range can be found in Appendix 2.

Any Teacher may apply to be paid on the Upper Pay Range and any such application will be assessed in line with this policy. It is the responsibility of the Teacher to decide whether or not they wish to apply to be paid on the Upper Pay Range. Any Teacher who is employed in more than one school may make an application to be paid on the Upper Pay Range to each of the schools in which they are employed. This School will not be bound by any pay decision made by another School

It is recommended, although not an essential requirement, that Teachers will normally be considered for progression to the Upper Pay Range having reached the maximum point on the Main Pay Range. The Headteacher will notify all Teachers on Scale Points 5 and 6 of the Main Pay Range at the start of each school year that they may wish to apply for assessment.

All applications should include the results of reviews or appraisals under the 2012 or 2013 regulations, including any recommendation on pay. In the event that this information is not available, a statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria can be provided by the applicant instead.

Applications to be paid on the Upper Pay Range may be made once a year and must be made in writing, to the Headteacher, no later than the **31 October** in any year by letter

2.6.3 Unqualified Teachers Pay Range

The pay range determined for unqualified teachers can be found in Appendix 2.

In order to progress through the Unqualified Teachers Pay Range, the member of staff will have to show that they have made good progress towards their objectives. Judgements will be properly rooted in evidence. As unqualified teachers move up the scale, this evidence should show:

- an improvement in teaching skills
- an increasing impact on pupil progress
- an increasing impact on wider outcomes for children
- improvements in specific elements of practice identified to the teacher
- an increasing contribution to the work of the school

2.7 Leadership Group Pay

For example, Chief Executive Officer, Executive Headteacher, Headteacher, Head of School, Deputy & Assistant Headteachers

The Governing Body / Board of Trustees will set the pay for new appointments to Headship or wider leadership team posts. (See Part 2 of the STPCD).

The pay ranges for the Leadership roles will be determined in accordance with the criteria specified in the most current STCPD and ensuring fair pay relativities, where The Governing Body / Board of Trustees believes these to be appropriate (See Appendix 2).

Prior to determining appropriate pay ranges for members of the leadership group, The Governing Body / Board of Trustees may consider researching pay ranges in other schools of a similar size and nature.

2.8 Leading Practitioners Pay Range

See Appendix 2 for the pay range for Leading Practitioner posts paid on the Leading Practitioner pay range.

The pay committee will have regard to paragraph 16 of the [STPCD](#) when deciding pay progression for a Leading Practitioner. As well as having made good progress with their objectives, a Leading Practitioner must also be able to demonstrate:

- that they are an exemplar of teaching skills, which should impact significantly on pupil progress, within school and the wider community, if relevant
- that they have made substantial impact on the effectiveness of staff and colleagues, including any specific elements of teaching practice that has been highlighted as in need of improvement
- that they are highly competent in all aspects of Teachers' Standards
- that they have shown strong leadership in developing, implementing and evaluating policies and practice in their workplace that have contributed to school improvement.

2.9 Review & Appeals

Any member of staff seeking a reconsideration of a pay decision should first seek to resolve the matter informally through discussion with the decision-maker within **10 working days** of notification of the decision.

Where this is not possible, or the matter is still unresolved, staff may follow the formal grievance process by setting out their concerns in writing to the decision maker within **10 working days** of the notification of the decision or the outcome of the informal discussion. The committee or person who made the decision should arrange a hearing within 10 working days to consider the employee's concerns.

The employee should be informed in writing of the decision and the right to appeal. The final appeal will be heard by the Appeals committee. The Appeal Hearing Process will follow the same format as other HR Policy Appeals Processes.

2.10 Discretionary Payments

2.10.1 Discretionary Payments (on appointment)

There is no requirement for The Governing Body / Board of Trustees to consider awarding discretionary points to a newly appointed Classroom Teacher (whether ECT, main pay scale, upper pay scale) but they will be used to recognise prior experience and secure the best candidates.

2.10.2 Discretionary Payments (current employees)

Existing, previously agreed, discretionary pay arrangements under the previous pay policy will continue until such time as there may be significant changes in responsibility.

The Governing Body / Board of Trustees will review the level of payments annually.

2.10.3 Leading Practitioner

The Governing Body / Board of Trustees will take account of paragraph 16 of the STPCD when determining the pay range of a Leading Practitioner in this school. All Leading Practitioners will be assigned additional duties commensurate with the pay awarded.

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

Except for those employed on the pay range for Leading Practitioners, who may be required to carry out this duty, Teachers undertaking school-based ITT activities do so on an entirely voluntary basis. Such activities might include supervising and observing teaching practice; giving feedback to students on their performance and acting as professional mentors; running seminars or tutorials on aspects of the course; and formally assessing students' competence.

2.10.4 Unqualified Teachers

The Governing Body / Board of Trustees will pay an Unqualified Teacher in accordance with paragraph 17 of the STPCD. A determination will be made as to where on the unqualified teacher range a newly appointed unqualified teacher will be placed on commencement with the school. The Governing Body / Board of Trustees will also consider whether or not to award an additional allowance as set out in paragraph 22 of the STPCD.

2.10.5 Existing Headteachers and other Leadership Team Members

Existing pay arrangements will continue until such time as there may be significant changes in responsibility for the Headteacher or other members of the leadership team. The Governing Body / Board of Trustees will review the level of payments annually.

2.11 Teaching and Learning Responsibility Payments (TLRs)

The Governing Body / Board of Trustees will award TLRs as indicated in the staffing structure and in accordance with Appendix 2 of this policy (paragraph 20 of the STPCD). The Governing Body / Board of Trustees will consult staff and the relevant Trade Unions on any proposed changes to the TLR structure. Where The Governing Body / Board of Trustees wish to award a TLR for a specific project where it is not attached to a post in the structure and where it is for a fixed term period only, a TLR 3 will be awarded. The value of any such TLR 3 will be within the range as per Appendix 2 of this policy (paragraph 20 of the STPCD).

2.12 Special Educational Needs Allowance

The Governing Body / Board of Trustees will award an SEN allowance in accordance with the criteria and within the range specified in the STPCD paragraph 21 and specified in Appendix 2 of this policy.

2.13 Acting Allowances

Where a Teacher is required to act as Headteacher or another Senior Leadership Team Role, for a period of more than four working weeks, they will be paid at no less than the minimum point of the relevant range/ISR. In the case of those members of staff acting up into a post with a TLR for a period exceeding four working weeks they will receive the full amount of the TLR. Payments will be due from the day on which the Teacher assumed those duties.

2.14 Sickness & Maternity Leave

The Governing Body / Board of Trustees can consider the extension of pay during periods of sickness or Maternity Leave. Application will be to the relevant committee.

2.15 Other Discretionary Payments

The Governing Body / Board of Trustees has the discretion to make payments to teachers for out of school hours learning activities, voluntary school based initial teacher training activities (which are not seen as part of the ordinary running of the school) and voluntary CPD outside of the school day. Where such payments are of a permanent nature, they will be incorporated into basic pay for new appointments. Existing arrangements will continue until such time as significant changes are made to the roles. Only Leading Practitioners and members of the Leadership Team can be required to deliver initial teacher training activities.

2.16 Honoraria

The Governing Body / Board of Trustees will not pay any honoraria to any member of the teaching staff. There is no provision within the most current STPCD for the payment of honoraria in any circumstances.

2.17 Recruitment and Retention Incentives and Benefits

Subject to paragraph 27 of the most current STPCD, the School / Academy / Trust may make such payments to a Teacher as it considers necessary as an incentive for the recruitment of new Teachers and the retention of existing Teachers.

Where the School / Academy / Trust is making one or more such payments they must be clear about how long this will last for and review this on a regular basis.

Headteachers, Deputy Headteachers and Assistant Headteachers or other Senior Leadership roles such as Executive Headteacher / Head of School may not be awarded payments other than as reimbursement of reasonably incurred housing or relocation costs.

All other recruitment and retention considerations in relation to a Headteacher, Deputy Headteacher or Assistant Headteacher (or other Senior Leadership roles such as Executive Headteacher and Head of School) must be considered when determining the pay range.

Where the relevant body does pay a recruitment or retention incentive or benefit awarded to a Headteachers, Deputy Headteachers and Assistant Headteachers or other senior leadership roles such as Executive Headteacher / Head of School, subject to review, it may continue to make that payment at its existing value until such time as the respective pay range is determined under this Document. Further information regarding limits on other payments for Headteachers can be found in paragraphs 4 to 11 of the current version of the STPCD.

Appendix 1: Annual Statement of a Teacher's Salary including Headteacher 1 September 2025

This Appendix is available on the PACT HR website as a separate document for completion.

Name: _____

School: _____

Effective Date: _____

Number of points on pay scale awarded

New point on pay scale from 1 September 2015: _____

Value of point/s awarded: £ _____

*Allowances

SEN allowance:

Value £ _____

Reason for Award (if discretionary):

Teaching and Learning Responsibility Payment

TLR 1 ☐ 2 ☐ 3 ☐ (tick applicable)

Value £ _____

Nature of the significant responsibility for which it was awarded (complete or attach a copy of the job description which includes this information).

If a TLR is awarded while the Teacher occupies a different post in the temporary absence of a post-holder, the date or circumstances in which the TLR will come to an end.

Please indicate the value of any payment(s) or benefit(s) which have been awarded, including the reasoning behind any award.

Payment <i>*Delete as applicable</i>	Reason for award	Value of payment or benefit
* Residential duties (paragraph 25 of STPCD)		
* Additional payment (paragraph 26 of STPCD)		
*Recruitment and retention incentives and benefits (paragraph 27 of STPCD) indicating: <ul style="list-style-type: none"> • whether a payment or other benefit has been awarded; • whether the payment or other benefit is for recruitment and/or retention purposes; • if a non-monetary benefit has been awarded, its notional value; and • when the award starts and ends. 		

*Safeguarding

Safeguarded sum(s) *(include as applicable)*

Other safeguarding - *(type, nature and value of safeguarding)*

For former leadership group members who are moved to the classroom teachers' scale following internal reorganisation:

Reason for the determination

Date on which the determination implemented

Date on which the safeguarding period will end

Safeguarded sum

£

Guidance on safeguarding can be found in Part 5 of the most current STPCD.

The school's staffing structure and Pay Policy may be inspected at:

Total Salary:

£

Signed on behalf of The Governing Body /
Board of Trustees:

Name in Capitals:

Date:

Appendix 2: Teachers' Pay Scales 1 September 2024

Below are the current pay scales for Teachers as set out in the [2024 STPCD](#) for England excluding the London Area.

Advisory Pay Ranges		September 2023 £	September 2024 £	Hourly Rate 2024 £ (Salary / 1265 hours)
Unqualified Teacher Pay Range				
1	Minimum	20,598	21,731	17.18
2		22,961	24,224	19.15
3		25,323	26,716	21.12
4		27,406	28,914	22.86
5		29,772	31,410	24.83
6	Maximum	32,134	33,902	26.80
Main Pay Range				
M1	Minimum	30,000	31,650	25.02
M2		31,737	33,483	26.47
M3		33,814	35,674	28.20
M4		36,051	38,034	30.07
M5		38,330	40,439	31.97
M6	Maximum	41,333	43,607	34.47
Upper Pay Range				
U1	Minimum	43,266	45,646	36.08
U2		44,870	47,338	37.42
U3	Maximum	46,525	49,084	38.80

Teaching and Learning Responsibility (TLR)		September 2023 £	September 2024 £
TRL 1	Minimum	9,272	9,782
	Maximum	15,690	16,553
TLR 2	Minimum	3,214	3,391
	Maximum	7,847	8,279
TLR 3 (Fixed term)	Minimum	639	675
	Maximum	3,169	3,344

Special Educational Needs Allowances		September 2023 £	September 2024 £
Minimum		2,539	2,679
Maximum		5,009	5,285

Lead / Advanced Practitioners Pay Range		September 2023 £	September 2024 £	Hourly Rate 2024 £ (Salary / 1265 hours)
1	Minimum	47,417	50,025	39.55
2		48,606	51,280	40.54
3		49,819	52,560	41.55
4		51,058	53,867	42.58
5		52,330	55,209	43.64
6		53,642	56,593	44.74
7		55,088	58,118	45.94
8		56,357	59,457	47.00
9		57,765	60,943	48.18
10		59,250	62,509	49.41
11		60,785	64,129	50.69
12		62,187	65,608	51.86
13		63,741	67,247	53.16
14		65,331	68,925	54.49
15		66,956	70,639	55.84
16		68,737	72,518	57.33
17		70,314	74,182	58.64
18	Maximum	72,085	76,050	60.12

Group Size for Headteacher Pay	From September 2024
Group 1	£56,316 - £74,926
Group 2	£59,167 - £80,634
Group 3	£63,815 - £86,783
Group 4	£68,586 - £93,400
Group 5	£75,675 - £103,010
Group 6	£81,441 - £113,624
Group 7	£87,651 - £125,263
Group 8	£ 6,673 - £138,265

Leadership Group Pay Range		September 2023 £	September 2024 £	Hourly Rate 2024 £ (Salary / 1265 hours)
1	Minimum	47,185	49,781	39.35
2		48,366	51,027	40.34
3		49,574	52,301	41.34
4		50,807	53,602	42.37
5		52,074	54,939	43.43
6		53,380	56,316	44.52
7		54,816	57,831	45.72
8		56,082	59,167	46.77
9		57,482	60,644	47.94
10		58,959	62,202	49.17
11		60,488	63,815	50.45
12		61,882	65,286	51.61
13		63,430	66,919	52.90
14		65,010	68,586	54.22
15		66,628	70,293	55.57
16		68,400	72,162	57.05
17		69,970	73,819	58.35
18		71,729	75,675	59.82
19		73,509	77,552	61.31
20		75,331	79,475	62.83
21		77,195	81,441	64.38
22		79,112	83,464	65.98
23		81,070	85,529	67.61
24		83,081	87,651	69.29
25		85,146	89,830	71.01
26		87,253	92,052	72.77
27		89,414	94,332	74.57
28		91,633	96,673	76.42
29		93,902	99,067	78.31
30		96,239	101,533	80.26
31		98,616	104,040	82.25
32		101,067	106,626	84.29
33		103,578	109,275	86.38
34		106,138	111,976	88.52
35		108,776	114,759	90.72
36		111,470	117,601	92.97
37		114,240	120,524	95.28
38		117,067	123,506	97.63
39		119,921	126,517	100.01
40		122,912	129,673	102.51
41		125,983	132,913	105.07
42		129,140	136,243	107.70
43	Maximum	131,056	138,265	109.30

Please Note: The School Teachers' Review Body (STRB) recommended that no pay uplift be applied to the maximum values on the Leadership Group Pay Range (LGPR) or to maximum values on any of the eight headteacher group pay ranges in 2015. This restriction was applied to the maximum of each of the eight headteacher group pay ranges only. It does not apply where a head / deputy / assistant headteacher is not earning the maximum on a headteacher group pay range but is placed on one of the corresponding points on the LGPR – L18, L21, L24, L27, L31, L35 or L39 – which have all increased by 1% in each year between 2014 and 2017, 1.5% in 2018, 2.75% in 2019, no increase in 2020, 5% in 2022, 6.5% in 2023 and 5.5% in 2024.

Appendix 3: NJC Pay Rates from 1 April 2024

LOCAL GOVERNMENT SERVICES PAY SCALES 1 APRIL 2024

The pay scales below include the October 2024 agreed % uplift applied from 1 April 2024.

Band		SCP	Annual	Per month	Per week	Per hour
3	1 & 2	2	£23,656	£1,971.33	£453.68	£12.26
	4	3	£24,027	£2,002.25	£460.79	£12.45
		4	£24,404	£2,033.67	£468.02	£12.65
5		5	£24,790	£2,065.83	£475.42	£12.85
		6	£25,183	£2,098.58	£482.96	£13.05
		7	£25,584	£2,132.00	£490.65	£13.26
		8	£25,992	£2,166.00	£498.48	£13.47
		9	£26,409	£2,200.75	£506.47	£13.69
		10	£26,835	£2,236.25	£514.64	£13.91
		11	£27,269	£2,272.42	£522.97	£14.13
		12	£27,711	£2,309.25	£531.44	£14.36
		13	£28,163	£2,346.92	£540.11	£14.60
		14	£28,624	£2,385.33	£548.95	£14.84
		15	£29,093	£2,424.42	£557.95	£15.08
		16	£29,572	£2,464.33	£567.13	£15.33
		17	£30,060	£2,505.00	£576.49	£15.58
		18	£30,559	£2,546.58	£586.06	£15.84
		19	£31,067	£2,588.92	£595.81	£16.10
		20	£31,586	£2,632.17	£605.76	£16.37
		21	£32,115	£2,676.25	£615.90	£16.65
		22	£32,654	£2,721.17	£626.24	£16.93

Senior Officer Grades		Pay			
Band	SCP	Annual	Per month	Per week	Per hour
SO1	23	£33,366	£2,780.50	£639.90	£17.29
	24	£34,314	£2,859.50	£658.08	£17.79
	25	£35,235	£2,936.25	£675.74	£18.26
SO2	26	£36,124	£3,010.33	£692.79	£18.72
	27	£37,035	£3,086.25	£710.26	£19.20
	28	£37,938	£3,161.50	£727.58	£19.66

Principal Officer Grades		Pay			
Band	SCP	Annual	Per month	Per week	Per hour
PO1	27	£37,035	£3,086.25	£710.26	£19.20
	28	£37,938	£3,161.50	£727.58	£19.66
	29	£38,626	£3,218.83	£740.77	£20.02
	30	£39,513	£3,292.75	£757.78	£20.48
PO2	29	£38,626	£3,218.83	£740.77	£20.02
	30	£39,513	£3,292.75	£757.78	£20.48
	31	£40,476	£3,373.00	£776.25	£20.98
	32	£41,511	£3,459.25	£796.10	£21.52
PO3	32	£41,511	£3,459.25	£796.10	£21.52
	33	£42,708	£3,559.00	£819.06	£22.14
	34	£43,693	£3,641.08	£837.95	£22.65
	35	£44,711	£3,725.92	£857.47	£23.17
PO4	35	£44,711	£3,725.92	£857.47	£23.17
	36	£45,718	£3,809.83	£876.78	£23.70
	37	£46,731	£3,894.25	£896.21	£24.22
	38	£47,754	£3,979.50	£915.83	£24.75
PO5	38	£47,754	£3,979.50	£915.83	£24.75
	39	£48,710	£4,059.17	£934.16	£25.25
	40	£49,764	£4,147.00	£954.38	£25.79
	41	£50,788	£4,232.33	£974.02	£26.32
PO6	40	£49,764	£4,147.00	£954.38	£25.79
	41	£50,788	£4,232.33	£974.02	£26.32
	42	£51,802	£4,316.83	£993.46	£26.85
	43	£52,805	£4,400.42	£1,012.70	£27.37

Special Salary Grades		Pay			
Band	SCP	Annual	Per month	Per week	Per hour
Special A	1	£51,729	£4,310.72	£992.06	£26.81
	2	£52,779	£4,398.28	£1,012.21	£27.36
	3	£53,846	£4,487.19	£1,032.67	£27.91
	4	£54,784	£4,565.35	£1,050.66	£28.40
	5	£55,737	£4,644.79	£1,068.94	£28.89
Special B	1	£54,924	£4,576.97	£1,053.33	£28.47
	2	£55,856	£4,654.70	£1,071.22	£28.95
	3	£56,817	£4,734.73	£1,089.64	£29.45
	4	£57,771	£4,814.25	£1,107.94	£29.94
	5	£58,714	£4,892.84	£1,126.02	£30.43
Special C	1	£58,010	£4,834.16	£1,112.52	£30.07
	2	£58,961	£4,913.42	£1,130.76	£30.56
	3	£59,926	£4,993.80	£1,149.26	£31.06
	4	£60,793	£5,066.06	£1,165.89	£31.51
	5	£61,811	£5,150.88	£1,185.41	£32.04
Special D	1	£63,006	£5,250.48	£1,208.33	£32.66
	2	£65,597	£5,466.41	£1,258.02	£34.00
	3	£68,317	£5,693.11	£1,310.19	£35.41
	4	£70,787	£5,898.88	£1,357.55	£36.69
	5	£73,380	£6,114.98	£1,407.28	£38.03
Special E	1	£74,676	£6,223.03	£1,432.15	£38.71
	2	£77,272	£6,439.31	£1,481.92	£40.05
	3	£79,865	£6,655.41	£1,531.66	£41.40
	4	£82,458	£6,871.51	£1,581.39	£42.74
	5	£85,052	£7,087.70	£1,631.14	£44.08

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