

**LONDON BOROUGH OF ENFIELD
SCHOOLS PERSONNEL SERVICE**

TEACHERS' SALARIES:- 1 SEPTEMBER 2009

**1. LEADERSHIP GROUP PAY SPINE (OUTER LONDON)
(Headteachers, Deputy Headteachers and Assistant Headteachers)**

Leadership Group Spine Points	Annual Salary £	Leadership Group Spine Points	Annual Salary £
L1	39,523	L23	65,824
L2	40,442	L24	67,384
L3	41,376	L25	68,988
L4	42,340	L26	70,622
L5	43,321	L27	72,299
L6	44,331	L28	74,022
L7	45,450	L29	75,782
L8	46,431	L30	77,596
L9	47,516	L31	79,446
L10	48,664	L32	81,344
L11	49,846	L33	83,297
L12	50,934	L34	85,284
L13	52,135	L35	87,328
L14	53,355	L36	89,416
L15	54,612	L37	91,572
L16	55,989	L38	93,764
L17	57,210	L39	95,977
L18	58,577	L40	98,304
L19	59,958	L41	100,687
L20	61,372	L42	103,130
L21	62,819	L43	105,640
L22	64,303		

See details overleaf for arrangements relating to placement on the leadership group pay spine.

Headteachers

Headteachers have a 7-point Individual School Range (ISR) normally within the range of points applicable to the school's Headteacher group size (see below). The 'relevant body' is responsible for determining the position of the ISR within the group size range. (Note: the minimum of the ISR must be at least the next point higher on the spine than the maximum of any Deputy or Assistant Headteacher pay range and must not be less than the salary of the "highest paid classroom teacher." *). In circumstances where a Headteacher is appointed to be the Headteacher of more than one school, special arrangements apply in respect of determining the ISR.

Headteacher Group Size	Range of Spine Points Applicable	Annual Salary £
1	L6 - L18	44,331 – 58,577
2	L8 - L21	46,431 – 62,819
3	L11 - L24	49,846 – 67,384
4	L14 - L27	53,355 – 72,299
5	L18 - L31	58,577 – 79,446
6	L21 - L35	62,819 – 87,328
7	L24 - L39	67,384 – 95,977
8	L28 - L43	74,022 – 105,640

Deputy Headteachers

Deputy Headteachers have a 5-point pay range which the relevant body may position anywhere between the bottom of the Head's ISR and the salary of the "highest paid classroom teacher." *

Assistant Headteachers

Assistant Headteachers have a 5-point pay range which the relevant body may position anywhere between the bottom of the Head's ISR and the salary of the "highest paid classroom teacher." * However, it must be at least one point lower on the spine than the range of any Deputy at the school.

Additional Note

The pay ranges for Headteachers, Deputy Headteachers and Assistant Headteachers are not incremental and there is no automatic progression. Any further progression is at the discretion of the relevant body and any movement must be based on performance.

(*N.B. "Highest paid classroom teacher" is deemed to be a teacher on the first point of the Upper Pay scale plus the value of the highest TLR payment, and/or special needs allowance applicable to a post at the school/service. The calculation of the salary of the "highest paid classroom teacher" for this purpose is a notional calculation only and does not affect the salary entitlement of such a teacher.)

2.**QUALIFIED CLASSROOM TEACHER'S PAY STRUCTURE****(a) Main Pay Scale for Qualified Classroom Teachers below the Threshold
(Outer London)**

Scale Point	Annual Salary £
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M1	24,552
M2	26,074
M3	27,688
M4	29,403
M5	31,896
M6	34,326

Newly Qualified Teachers normally start on Point M1 of the incremental Main Pay Scale. This applies unless the relevant body decides that any additional discretionary point(s) should be awarded for years of work or activities, other than recognised service as a qualified teacher, that it considers to be of particular value. This will depend upon each relevant body's own pay policy.

Thereafter, one additional point will be awarded for each completed year of satisfactory teaching service until the top of the scale is reached.

Those taking up their second or subsequent appointment as a teacher (whether or not after a break in service) will normally have a minimum points entitlement based upon their last points position on the scale, or a previous scale. Where they have not been awarded previously, the Relevant Body may, at its discretion, award additional point(s) for relevant work or activities other than teaching service that attracts mandatory points.

Points on the scale, whether mandatory or discretionary, are a permanent entitlement once awarded, whether the teacher remains in the same post or takes up a new one.

(Note: Unqualified Teachers becoming Qualified – unqualified teachers becoming qualified transfer to the next point on the Pay Scale above their basic salary as an Unqualified Teacher, or to such higher point as the relevant body consider appropriate).

(b) **Upper Pay Scale for Post-Threshold Classroom Teachers
(Outer London)**

Scale Point	Annual Salary £
U1	36,753
U2	38,114
U3	39,523

Teachers who have reached the top of the Main Pay Scale are eligible to apply for assessment at the Performance Threshold which gives access to the Upper Pay Scale for those who are successful. (A teacher who has previously held an Advanced Skills Teacher post is eligible to be paid on the Upper Pay Scale as a post-Threshold teacher without the need to apply for a Threshold Assessment. In many cases, other teachers who were previously employed as a Head, Deputy or Assistant Head or as an Education Adviser/Inspector are also eligible to be paid on the Upper Pay Scale without such assessment. Certain other teachers who have achieved relevant national standards may also be entitled to automatic payment on the Upper Pay Scale.)

Further progression on the Upper Pay Scale is not automatic and is at the discretion of the relevant body to recognise substantial and sustained performance and contribution to the school. Points will not normally be awarded annually. At least 2 years should elapse between the award of points.

Upper Pay Scale points, once awarded and in payment, remain an entitlement when teachers transfer between schools, with no scope for voluntary forfeiture.

In the case of a teacher with part time posts at more than one school the award of a further point on the Upper Pay Scale at one school does not commit another school at which the teacher works to also award a point. That school makes its own assessment. Points only become portable when teachers move between schools.

3. EXCELLENT TEACHERS (OUTER LONDON)

		£pa	
Minimum	42,685		It is for the relevant body to select a 'spot' (fixed) salary from within the pay range in relation to any Excellent Teacher post(s) in the staffing structure.
Maximum	54,799		

4. PAY SPINE FOR ADVANCED SKILLS TEACHERS (OUTER LONDON)

Spine Point	Annual Salary (£)	Spine Point	Annual Salary (£)
AST 1	39,523	AST 10	48,664
AST 2	40,442	AST 11	49,846
AST 3	41,376	AST 12	50,934
AST 4	42,340	AST 13	52,135
AST 5	43,321	AST 14	53,355
AST 6	44,331	AST 15	54,612
AST 7	45,450	AST 16	55,989
AST 8	46,431	AST 17	57,210
AST 9	47,516	AST 18	58,577

The relevant body appointing an advanced skills teacher shall select a pay range consisting of five consecutive points on the pay spine on which the teacher shall be paid. The salary of a newly appointed advanced skills teacher shall be that corresponding to the lowest point on that five point range. There is no automatic progression. Any further progression is at the discretion of the relevant body and must be based on performance.

5. PAY SPINE FOR UNQUALIFIED TEACHERS (OUTER LONDON)

Spine Point	Annual Salary (£)	Spine Point	Annual Salary (£)
1	18,366	4	23,764
2	20,165	5	25,562
3	21,964	6	27,362

Unqualified Teachers without any previous service start on Point 1 of the scale. This applies unless the relevant body decides that any additional discretionary point(s) should be awarded for years of work or activities, other than recognised service as a teacher, that it considers to be of particular value. This will depend upon each relevant body's own pay policy.

Thereafter, one additional point will be awarded for each completed year of satisfactory service until the top of the scale is reached.

Those taking up their second or subsequent appointment as an unqualified teacher (whether or not after a break in service) may have a minimum points entitlement based on their last position on the scale, or previous scale.

Points on the scale awarded since 1st September 2005, whether mandatory or discretionary are a permanent entitlement once awarded, whether the teacher remains in the same post or takes up a new one.

ADDITIONAL ALLOWANCES

At the discretion of the relevant body, additional allowances may be awarded to teachers on the **Main Pay Scale or Upper Pay Scale** under the following headings.

(1) Teaching and Learning Responsibility (TLR) Payments (Applicable to Qualified Classroom Teachers on the Main and Upper Pay Scales only)

The Relevant Body may award a TLR payment to a classroom teacher for undertaking a sustained, additional responsibility in the context of its staffing structure for the purpose of ensuring the continued delivery of high quality teaching and learning for which he is made accountable. There are two ranges from within which a payment may be made:

TLR2 – Minimum Payment £2,478 and a maximum payment of £6,057

TLR1 – Minimum Payment £7,158 and a maximum payment of £12,114

A teacher will be paid on a spot annual rate for the post within the appropriate TLR range, as determined by the Relevant Body. Where the Relevant Body awards TLRs of different values within each range, there must be a minimum gap of £1,500 between each level of post.

Before awarding a TLR the Relevant Body must be satisfied that the teacher's duties include a significant responsibility that is not required of all classroom teachers and that –

- (a) is focused on teaching and learning;
- (b) requires the exercise of a teacher's professional skills and judgement;
- (c) requires the teacher to lead, manage and develop a subject or curriculum area; or to lead and manage pupil development across the curriculum;
- (d) has an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils; and
- (e) involves leading, developing and enhancing the teaching practice of other staff.

Before awarding a TLR 1, the relevant body must be satisfied that the significant responsibility referred to above includes in addition line management responsibility for a significant number of people.

(2) Special Needs Allowances (Applicable to Qualified Classroom Teachers on the Main Pay Scale and Upper Pay Scales only).

(There are two allowances. The first allowance must be awarded to teachers in Special schools; to teachers appointed to mainstream schools engaged wholly or mainly in teaching pupils with statements of special educational needs in designated special classes; and to those engaged wholly or mainly in taking charge of special classes of children who are wholly or mainly visually or hearing impaired. The award of the first allowance in mainstream schools is otherwise discretionary. The second allowance is available for use on a discretionary basis where it is considered that a teacher [who is already eligible for the first level of allowance] also has particular qualifications or experience relevant to their work).

<u>Allowance</u>	<u>Value (£)</u>
1	1,956
2	3,865

(3) Recruitment and Retention (All categories of Teaching Staff)

There is discretion to make additional payments for recruitment or retention purposes. Where awarded, such payments may be given for a fixed period only.