

Pay Policy 2025

Version 1: 1 April 2026



Blakehill Primary School

Policy Details

Blakehill Primary School has adopted the PACT HR recommended model procedure as consulted upon and agreed by the following Trade Unions:

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

* ASCL recognises and agrees the consultation process for this policy

Board of Trustees / Governing Body Approval

Copyright © CBMDC 2025 (reference PACT HR). All rights reserved.

This PACT HR Policy has been created by PACT HR employees in the course of their employment by City of Bradford Metropolitan District Council (CBMDC) for the sole use of PACT HR Advisory SLA Clients and CBMDC asserts its moral rights under the Copyright, Designs and Patents Act 1988 to be identified as the author of these works. You are permitted to share these documents with your staff, governors, trustees and the trade unions, and adapt them but only to a limited extent and subject to prior consultation with PACT HR, and at all times must retain the Council's copyright notice on all documents. By approving the use of this policy in your School/Academy/Trust you agree that you are a subscribing PACT HR Advisory SLA Client and to not distribute or forward this document to any other third parties as to do so would be an infringement of the Council's copyright.

Approved by: Blakehill Governing Body

Approved on: 01/05/2026

Date of Implementation: 01/05/2026

Reviewer: Lisa Keighley, Headteacher

To be reviewed on: 01/05/2033

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

Summary of Key Changes to Pay Policy

Updated 1 November 2025

1. TLR and UPR paragraphs have been updated in line with STCPD 2025.
2. The NJC Pay Scales for Support Staff have been updated from 1 April 2025 in line with Bradford Council's pay scales.
3. The pay scales for Teachers have been updated in line STPCD 2025 with implementation from 1 September 2025.
4. Policy details and table of contents updated.

Updated 1 March 2026

1. The NJC Pay Scales for Support staff have been updated from 1 April 2026 in line with CBMDC's 1 April 2026 Realigned Pay Bands 1 to 6 for PACT HR Customers who use those Pay Bands.
2. Table of contents updated.

Contents

1.	Policy Statement	5
1.1	Introduction	5
1.2	Statement of Intent.....	5
1.3	Appraisals	5
1.4	General Provisions.....	5
1.5	Equality Impact of Pay Structure	6
1.6	GDPR Statement	6
1.7	Consultation	6
1.8	Budget	6
1.9	Equality Impact Assessment	6
2.0	Pay Policy	7
2.1	Introduction	7
2.2	Determining Pay on Appointment.....	7
2.3	Safeguarding Arrangements	7
2.4	Salary Reviews (Associate / Support Staff)	7
2.5	Salary Reviews (Teachers including Teaching Leadership Roles)	8
2.6	Classroom Teacher Posts	8
2.7	Leadership Group Pay	9
2.8	Leading Practitioners Pay Range	10
2.9	Review & Appeals	10
2.10	Discretionary Payments	10
2.11	Teaching and Learning Responsibility Payments (TLRs)	11
2.12	Special Educational Needs Allowance	13
2.13	Acting Allowances	13
2.14	Sickness & Maternity Leave	13
2.15	Other Discretionary Payments.....	13
2.16	Honoraria	13
2.17	Recruitment and Retention Incentives and Benefits	13
	Appendix 1: Annual Statement of a Teacher's Salary (including Headteacher)	15
	Appendix 2: Teachers' Pay Scales 1 September 2025	17
	Appendix 3: NJC Pay Rates from 1 April 2026 (Realigned)	20

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. Blakehill 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 Blakehill Primary 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

[Please enter the name of the School/Academy/Trust](#) is committed to ensuring protection of all personal information held. [Please enter the name of the School/Academy/Trust](#) 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 school/academy/trust will use a scale within the Upper Pay Range (UPR) as per 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. An application from a qualified teacher will be successful where the relevant body is satisfied that:

a) the teacher is highly competent in all elements of the relevant standards;

and

b) the teacher's achievements and contribution to an educational setting or settings are substantial and sustained.

The School, Academy, Trust shall set out its process for assessing applications and make clear how the relevant body will interpret the criteria as outlined in this policy and in accordance with the current STPCD.

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.

Schools/Academy/Trusts shall assess any such application received and decide on whether the teacher meets the criteria as set out in a) and b) above Where a teacher is subject to the 2012 Regulations, the relevant body shall have regard to the assessments and recommendations in the teacher's appraisal reports under those

Applications to be paid on the Upper Pay Range may be made once a year and must be made in writing, to the Headteacher/Executive Headteacher, no later than the **31 October** in any year by letter In accordance with paragraph 2.1 any decisions regarding UPR payments must be presented to the Governing Body / Board of Trustees in line with the School's/Academy's/Trust's governance / delegation of powers framework.

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. Leaders receive will 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.

2.8 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 below applies to all nurseries, primary and secondary educational settings.

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).

2.11.1 TLR 1 or TLR 2

The Governing Body / Board of Trustees before awarding a TLR 1 or 2 must be satisfied that the teacher's responsibilities include a significant responsibility that is not required of all classroom teachers incorporating all the following (a - e):

- 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
- e. involves leading, developing and enhancing the teaching practice of other staff.

2.11.2 Additional TLR 1 Criteria

In addition to paragraphs a – e above, before awarding a TLR 1, the Governing Body / Board of Trustees must be satisfied that the sustained, additional responsibility referred to in this policy includes line management responsibility for a significant number of people.

2.11.3 TLR 3 Criteria

Paragraphs c. and e. above do not have to apply to the award of TLR 3s (but must be applied to TLRs 1 and 2 as per the above).

2.11.4 Unqualified teachers

Unqualified teachers may not be awarded TLRs.

2.11.5 TLR Payments

The following does not apply to any TLR 3 payments.

From 1st September 2025, the Governing Body / Board of Trustees **may** determine the value of any existing or new TLR 1 and TLR 2 payment, based on the proportion of the TLR the teacher is undertaking - i.e. the proportion of the full-time equivalent responsibility (not teacher contract hours). Where a part-time teacher is taking on the responsibilities associated with a TLR 1 or TLR 2, the current pro-rata principle when determining the value of the TLR 1 or TLR 2 payment **no longer needs to be applied**. Equally, a part-time TLR may be awarded to a full-time teacher where the responsibilities are being shared with another teacher.

To ensure consistency and fairness when determining the value of a TLR 1 or TLR 2 payment, The Governing Body / Board of Trustees must ensure that - prior to seeking to change a proportion of a TLR 1 or TLR 2 payment and thereby seeking to alter the staffing structure - the TLR duties are detailed accordingly to demonstrate the payment. TLR payments are deemed to be staff structure changes and therefore the Governing Board / Board of Trustees must consult upon with recognised Trade Union Bodies regarding any changes.

From 1st September 2026, The Board of Trustees/Governing Bodies **must** ensure that paragraphs as per section 2.11.5 above **are mandatory applied across all TLR 1 and 2 payments** as it will become a requirement that the value of all existing and new TLR 1 and TLR 2 payments are based on the proportion of the TLR duties the teacher is undertaking as per the full time equivalent TLR and not the hours worked.

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 *insert year*

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 *insert year*: _____

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 2025

Below are the current pay scales for Teachers as set out in the 2025 STPCD for England excluding the London Area.

Advisory Pay Ranges		September 2024 £	September 2025 £	Hourly Rate 2025 £ (Salary / 1265 hours)
Unqualified Teacher Pay Range				
1	Minimum	21,731	22,601	17.87
2		24,224	25,193	19.92
3		26,716	27,785	21.96
4		28,914	30,071	23.77
5		31,410	32,667	25.82
6	Maximum	33,902	35,259	27.87
Main Pay Range				
M1	Minimum	31,650	32,916	26.02
M2		33,483	34,823	27.53
M3		35,674	37,101	29.33
M4		38,034	39,556	31.27
M5		40,439	42,057	33.25
M6	Maximum	43,607	45,352	35.85
Upper Pay Range				
U1	Minimum	45,646	47,472	37.53
U2		47,338	49,232	38.92
U3	Maximum	49,084	51,048	40.35

Teaching and Learning Responsibility (TLR)		September 2024 £	September 2025 £
TRL 1	Minimum	9,782	10,174
	Maximum	16,553	17,216
TLR 2	Minimum	3,391	3,527
	Maximum	8,279	8,611
TLR 3 (Fixed term)	Minimum	675	702
	Maximum	3,344	3,478

Special Educational Needs Allowances		September 2024 £	September 2025 £
	Minimum	2,679	2,787
	Maximum	5,285	5,497

Lead / Advanced Practitioners Pay Range		September 2024 £	September 2025 £	Hourly Rate 2025 £ (Salary / 1265 hours)
1	Minimum	50,025	52,026	41.13
2		51,280	53,332	42.16
3		52,560	54,663	43.21
4		53,867	56,022	44.29
5		55,209	57,418	45.39
6		56,593	58,857	46.53
7		58,118	60,443	47.78
8		59,457	61,836	48.88
9		60,943	63,381	50.10
10		62,509	65,010	51.39
11		64,129	66,695	52.72
12		65,608	68,233	53.94
13		67,247	69,937	55.29
14		68,925	71,682	56.67
15		70,639	73,465	58.08
16		72,518	75,419	59.62
17		74,182	77,150	60.99
18	Maximum	76,050	79,092	62.52

Group Size for Headteacher Pay	From September 2025
Group 1	£58,569 - £77,924
Group 2	£61,534 - £83,860
Group 3	£66,368 - £90,255
Group 4	£71,330 - £97,136
Group 5	£78,702 - £107,131
Group 6	£84,699 - £118,169
Group 7	£91,158 - £130,274
Group 8	£100,540 - £143,796

Leadership Group Pay Range		September 2024 £	September 2025 £	Hourly Rate 2025 £ (Salary / 1265 hours)
1	Minimum	49,781	51,773	40.93
2		51,027	53,069	41.95
3		52,301	54,394	43.00
4		53,602	55,747	44.07
5		54,939	57,137	45.17
6		56,316	58,569	46.30
7		57,831	60,145	47.55
8		59,167	61,534	48.64
9		60,644	63,070	49.86
10		62,202	64,691	51.14
11		63,815	66,368	52.46
12		65,286	67,898	53.67
13		66,919	69,596	55.02
14		68,586	71,330	56.39
15		70,293	73,105	57.79
16		72,162	75,049	59.33
17		73,819	76,772	60.69
18		75,675	78,702	62.22
19		77,552	80,655	63.76
20		79,475	82,654	65.34
21		81,441	84,699	66.96
22		83,464	86,803	68.62
23		85,529	88,951	70.32
24		87,651	91,158	72.06
25		89,830	93,424	73.85
26		92,052	95,735	75.68
27		94,332	98,106	77.55
28		96,673	100,540	79.48
29		99,067	103,030	81.45
30		101,533	105,595	83.47
31		104,040	108,202	85.54
32		106,626	110,892	87.66
33		109,275	113,646	89.84
34		111,976	116,456	92.06
35		114,759	119,350	94.35
36		117,601	122,306	96.68
37		120,524	125,345	99.09
38		123,506	128,447	101.54
39		126,517	131,578	104.01
40		129,673	134,860	106.61
41		132,913	138,230	109.27
42		136,243	141,693	112.01
43	Maximum	138,265	143,796	113.67

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, 5.5% in 2024 and 4% in 2025.

Appendix 3: NJC Pay Rates from 1 April 2026 (Realigned)

LOCAL GOVERNMENT SERVICES PAY SCALES 1 APRIL 2026

The pay scales below show CBMDC's Realigned Pay Bands 1 to 5 implemented 1 April 2026.

Band	SCP	Annual	Per month	Per week	Per hour
Band 1 / 2	3	£24,796	£2,066.33	£475.54	£12.85
Band 3	4	£25,185	£2,098.75	£483.00	£13.05
Band 4	5	£25,583	£2,131.92	£490.63	£13.26
Band 5	6	£25,989	£2,165.75	£498.42	£13.47
Band 6	7	£26,403	£2,200.25	£506.36	£13.69
	8	£26,824	£2,235.33	£514.43	£13.90
	9	£27,254	£2,271.17	£522.68	£14.13
	10	£27,694	£2,307.83	£531.12	£14.35
	11	£28,142	£2,345.17	£539.71	£14.59
Band 7	11	£28,142	£2,345.17	£539.71	£14.59
	12	£28,598	£2,383.17	£548.45	£14.82
	13	£29,064	£2,422.00	£557.39	£15.06
	14	£29,540	£2,461.67	£566.52	£15.31
	15	£30,024	£2,502.00	£575.80	£15.56
	16	£30,518	£2,543.17	£585.28	£15.82
Band 8	17	£31,022	£2,585.17	£594.94	£16.08
	18	£31,537	£2,628.08	£604.82	£16.35
	19	£32,061	£2,671.75	£614.87	£16.62
	20	£32,597	£2,716.42	£625.15	£16.90
	21	£33,143	£2,761.92	£635.62	£17.18
	22	£33,699	£2,808.25	£646.28	£17.47

Senior Officer Grades		Pay			
Band	SCP	Annual	Per month	Per week	Per hour
SO1	23	£34,434	£2,869.50	£660.38	£17.85
	24	£35,412	£2,951.00	£679.13	£18.35
	25	£36,363	£3,030.25	£697.37	£18.85
SO2	26	£37,280	£3,106.67	£714.96	£19.32
	27	£38,220	£3,185.00	£732.99	£19.81
	28	£39,152	£3,262.67	£750.86	£20.29

Principal Officer Grades		Pay			
Band	SCP	Annual	Per month	Per week	Per hour
PO1	27	£38,220	£3,185.00	£732.99	£19.81
	28	£39,152	£3,262.67	£750.86	£20.29
	29	£39,862	£3,321.83	£764.48	£20.66
	30	£40,777	£3,398.08	£782.02	£21.14
PO2	29	£39,862	£3,321.83	£764.48	£20.66
	30	£40,777	£3,398.08	£782.02	£21.14
	31	£41,771	£3,480.92	£801.09	£21.65
	32	£42,839	£3,569.92	£821.57	£22.20
PO3	32	£42,839	£3,569.92	£821.57	£22.20
	33	£44,075	£3,672.92	£845.27	£22.85
	34	£45,091	£3,757.58	£864.76	£23.37
	35	£46,142	£3,845.17	£884.92	£23.92
PO4	35	£46,142	£3,845.17	£884.92	£23.92
	36	£47,181	£3,931.75	£904.84	£24.46
	37	£48,226	£4,018.83	£924.88	£25.00
	38	£49,282	£4,106.83	£945.13	£25.54
PO5	38	£49,282	£4,106.83	£945.13	£25.54
	39	£50,269	£4,189.08	£964.06	£26.06
	40	£51,356	£4,279.67	£984.91	£26.62
	41	£52,413	£4,367.75	£1,005.18	£27.17
PO6	40	£51,356	£4,279.67	£984.91	£26.62
	41	£52,413	£4,367.75	£1,005.18	£27.17
	42	£53,460	£4,455.00	£1,025.26	£27.71
	43	£54,495	£4,541.25	£1,045.11	£28.25

Special Salary Grades		Pay			
Band	SCP	Annual	Per month	Per week	Per hour
Special A	1	£53,384	£4,448.67	£1,023.80	£27.67
	2	£54,468	£4,539.00	£1,044.59	£28.23
	3	£55,569	£4,630.75	£1,065.71	£28.80
	4	£56,537	£4,711.42	£1,084.27	£29.30
	5	£57,521	£4,793.42	£1,103.14	£29.81
Special B	1	£56,682	£4,723.50	£1,087.05	£29.38
	2	£57,643	£4,803.58	£1,105.48	£29.88
	3	£58,635	£4,886.25	£1,124.51	£30.39
	4	£59,620	£4,968.33	£1,143.40	£30.90
	5	£60,593	£5,049.42	£1,162.06	£31.41
Special C	1	£59,866	£4,988.83	£1,148.12	£31.03
	2	£60,848	£5,070.67	£1,166.95	£31.54
	3	£61,844	£5,153.67	£1,186.05	£32.06
	4	£62,738	£5,228.17	£1,203.19	£32.52
	5	£63,789	£5,315.75	£1,223.35	£33.06
Special D	1	£65,022	£5,418.50	£1,247.00	£33.70
	2	£67,696	£5,641.33	£1,298.28	£35.09
	3	£70,503	£5,875.25	£1,352.11	£36.54
	4	£73,052	£6,087.67	£1,401.00	£37.86
	5	£75,728	£6,310.67	£1,452.32	£39.25
Special E	1	£77,066	£6,422.17	£1,477.98	£39.95
	2	£79,745	£6,645.42	£1,529.36	£41.33
	3	£82,421	£6,868.42	£1,580.68	£42.72
	4	£85,097	£7,091.42	£1,632.00	£44.11
	5	£87,774	£7,314.50	£1,683.34	£45.50

COPYRIGHT © 2026 City of Bradford Metropolitan District Council, City Hall, Bradford, West Yorkshire, BD1 1HY.

All rights reserved. No part of this document can be reproduced in any material form (including photocopying or storing it in any medium by electronic means and whether or not transiently or incidentally to some other use of this document) without the written permission of the copyright owner except in accordance with the provisions of the Copyright, Design and Patents Act 1988. Applications for the copyright owner's written permission to reproduce any part of this document should be addressed to the Pact-HR Team via email pact-hr@bradford.gov.uk.

Warning: To perform an unauthorised act in relation to a copyright work may result in both a civil claim for damages and criminal prosecution.