**PERFORMANCE AND PAY**

**OUTCOME OF AUDIT AGAINST THE SCHOOL’S AGREED PROFESSIONAL SKILLS LEVEL DESCRIPTORS FOR LEADERS**

**HEADTEACHER’S ROLLING REPORT TO GOVERNORS’ PAY COMMITTEE**

**2014-2015**

The professional skills level descriptors agreed by governors for each of the school’s leadership pay bands are set out in **Appendix X** of the school pay policy.

In order to help identify the standards against which each leader’s performance will be assessed in the 2014/15 appraisal cycle, as required by the Appraisal Regulations 2012, I have conducted an audit against our standards-related professional skills level descriptors following the procedures set out in our Appraisal Policy.

**The results of the audit are as follows:**

|  |  |
| --- | --- |
| Number of leaders working at or above the professional skills level descriptors for their current pay point: |  |
| Number of leaders working below the professional skills level descriptors for their current pay point: |  |

1. **Report on leaders identified as working below the governors’ expectations for their current pay point**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **School Standard** | **1** | **2** | **3** | **4** | **5** | **6** | **Rolling Action Report** |
| Leader A |  |  |  | x |  |  | Appraisal objectives set initially running to November 30th 2014  Update Dec 14: some progress but still not met; revised objectives running to Feb 21 2015 |
| Leader B |  | x |  |  |  |  | Appraisal objectives set initially running to March 31st 2015  Update Apr 7: standard now met |
| etc. |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

|  |  |
| --- | --- |
| Number of leaders informed that they are working below the professional skills level descriptors required for 2015 Pay Progression |  |

1. **Report on leaders identified as working below the governors’ expectations for 2015 Pay Progression**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **School Standard** | **1** | **2** | **3** | **4** | **5** | **6** | **Rolling Action Report** |
| Leader A |  |  |  | x |  |  | Appraisal objectives set initially running to November 30th 2014  Update Dec 14: some progress but still not met; revised objectives running to Feb 21 2015 |
| Leader B |  | x |  |  |  |  | Appraisal objectives set initially running to March 31st 2015  Update Apr 7: standard now met |
| etc. |  |  |  |  |  |  |  |
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