

## Educate Pay Policy 2017 - Commentary and Pay Scales

Following the publication of the 2017 School Teachers' Pay and Conditions Document (STPCD), the Educate Model School Pay Policy has been amended to reflect the changes contained in this years' Document. This commentary is intended to help the governing body to make decisions on the implications of this year's teachers' pay award. The key changes in this years' STPCD relate to the recommended pay uplift to the framework of pay points and are summarised as follows:

### **September 2017 teachers' pay award**

*In line with the recommendations in the STRB's 27<sup>th</sup> Report, effective from September 2017:*

- i. A 2% uplift has been applied to the statutory minima and maxima of the main pay range.*
- ii. A 1% uplift has been applied to the statutory minima and maxima of the upper pay range, the unqualified teacher pay range and the leading practitioner pay range*
- iii. A 1% has been applied to the statutory minima and maxima of the leadership pay range*
- iv. A 1% uplift to the statutory minima and maxima of the Teaching and Learning Responsibility (TLR) and Special Educational Needs (SEN) allowance ranges.*
- v. Where a classroom teacher / leadership group member is paid on the minimum of their pay range / band, their salary - excluding any allowances - must be uplifted to the new minimum.*
- vi. For all other classroom teachers / leadership group members, schools must determine - in accordance with their own pay policy - how to take account of the uplift to the national framework in making individual pay progression decisions.*

You will be aware that from September 2014 the DfE has no longer published a set of statutory points for any pay ranges. It now only publishes a pay framework consisting of a minimum and maximum for each pay range as outlined in the STPCD. The DfE did publish indicative pay point ranges in 2014 as guidance for schools but



has not done so since that date. Therefore, we have attached an appendix to this letter setting out a series of pay tables of indicative reference points based on the appropriate pay uplift for September 2017. These pay tables retain the reference points published in 2014 and include the above % increases to all pay points, including the additional point included in the Educate Pay Policy as a result of the 2015/16 and 2016/17 pay awards. The TLR and SEN payments have also been increased by 1% from their 2016/17 values. In summary of the above changes, the only statutory changes schools are required to make by the provisions of the STPCD 2017 are:

- to uplift by 2% the minimum and maximum points of the Main Pay Range
- to uplift by 1% the minimum and maximum points of the Upper Pay Range, Leading Practitioner Pay Range, Unqualified Teachers' Range and the Leadership Pay Range
- to uplift by 1% the minimum and maximum of the TLR and SEN Allowances ranges

Points to note:

- Schools will have a choice on how to apply the increase to the MPR and two options (there are others) are set out in Table 1 and Table 2. If your school would like more advice on other options then please contact us.
- All salary points on the Leadership Pay Range have also been increased by 1% from their 2016/17 values. Remember points L18\*, L21\*, L24\*, L27\*, L31\*, L35\*, L39\* and 43 on the LPR only apply to Head Teachers who are currently paid on or who are due to be paid on the maximum of one of the eight school group ranges.
- There are therefore two values for each of these specific points on the LPR and the \* points do not apply to other leadership group members such as deputy head teachers, assistant teachers or leading practitioners paid on these points.

It is important for the school to remember that the STPCD provides all schools with the discretion to set their own pay points within the nationally published minimum and maximum pay ranges. It follows therefore that there are a range of options that you may wish to consider. Here are some examples:

- 1 Apply the statutory 2% increase to the minimum and maximum of the MPR and a 1% increase to all other pay points on the MPR (Table 1). As there are no statutory pay points it would be possible to continue to apply pay such increases to points M6a and M6b on the Main Pay Range.



- 2 Apply the statutory 2% increase to the minimum and maximum of the MPR and a 2% increase to all other points on the MPR (Table 2). As there are no statutory pay points it would be possible to continue to apply pay such increases to points M6a and M6b on the Main Pay Range.
- 3 Apply 1% across the board to all other pay points on all other ranges, including the UTR, UPR and LPR and allowances from their 2016/17 values.
- 4 For all teachers paid on points above the statutory minimum of their respective pay range apply a pay uplift only to those teachers who have met their performance targets and meet the school's expectations of performance. This could lead to a range of differential pay rates and could be difficult to manage.
- 5 Apply a greater percentage increase to all pay points as long as the maximum points for each pay range is not exceeded. This option is likely to be unaffordable for most schools.
- 6 Apply a 2% increase to the minimum point of the MPR and 1% to all other pay ranges with either no increase to any other pay points or differential percentage uplifts for different pay points. This option is likely to be considered divisive and difficult to implement.

The revised wording in the Educate Pay Policy for 2017 focuses on examples 1, 2 and 3 above and provides alternative wording accordingly. The salary figures quoted for all pay points and allowances are based on the rates published in the STPCD 2017 for England and Wales, including the London allowances. Table 6 has been updated with the rates applicable to England and Wales and is a helpful guide to school group ranges. If your school falls outside of this region you will need to update the table using the relevant figures contained in Table 5 according to your geographical location. Should you wish to consider other options we would be happy to advise you of appropriate wording for the policy.



## Appendix 1- Teaching and Leadership Pay Ranges 1 September 2017

**Table 1 – Main Pay Range and Upper Pay Range 1 September 2017**

<b>Table 1 - Main Pay Range (MPR) and Upper Pay Range (UPR)</b>						
<i>MPR - 2% increase to the statutory minimum and maximum points (points 1 and 6b) and 1% increase to all other salary reference points in between (points 2- 6a).</i>						
<i>UPR – 1% increase to the statutory minimum and maximum (points 7 and 9) and 1% to salary reference point 8.</i>						
<i>Embolden figures demonstrate statutory minimum and maximum and all salaries represent the stated increase on 2016/17 values</i>						
1 September 2017	Point	England and Wales	Inner London	Outer London	Fringe Area	
		£	£	£	£	
Band 1 Teacher	Min	<b>1</b>	<b>22,917</b>	<b>28,660</b>	<b>26,662</b>	<b>24,018</b>
		2	24,486	29,859	28,037	25,575
		3	26,454	31,415	29,772	27,542
Band 2 Accomplished Teacher		4	28,490	33,052	31,616	29,585
		5	30,735	35,595	34,297	31,824
		6a	33,164	38,245	36,910	34,253
	Max	<b>6b</b>	<b>33,824</b>	<b>39,006</b>	<b>37,645</b>	<b>34,934</b>
Band 3 Expert Teacher	Min	<b>7</b>	<b>35,927</b>	<b>43,616</b>	<b>39,519</b>	<b>37,017</b>
		8	37,258	45,760	40,981	38,346
	Max	<b>9</b>	<b>38,633</b>	<b>47,298</b>	<b>42,498</b>	<b>39,725</b>

<b>Allowance Ranges 1 September 2017</b>		
<b>TLR 1</b>	Minimum	£7,699
	Maximum	£13,027
<b>TLR 2</b>	Minimum	£2,667
	Maximum	£6,515
<b>TLR 3</b>	Minimum	£529
	Maximum	£2,630
<b>SEN</b>	Minimum	£2,106
	Maximum	£4,158



**Table 2 – Main Pay Range and Upper Pay Range 1 September 2017**

<b>Table 2 - Main Pay Range (MPR) and Upper Pay Range (UPR)</b>						
<i>MPR - 2% increase to statutory minimum and maximum and all reference points 1 - 6b.</i>						
<i>UPR – 1% increase to the statutory minimum and maximum (points 7 and 9) and 1% to salary reference point 8.</i>						
<i>Embolden figures demonstrate statutory minimum and maximum and all salaries represent the stated increase on 2016/17 values</i>						
1 September 2017	Point	England and Wales	Inner London	Outer London	Fringe Area	
		£	£	£	£	
Band Teacher	Min	<b>1</b>	<b>22,917</b>	<b>28,660</b>	<b>26,662</b>	<b>24,018</b>
		2	24,728	30,155	28,315	25,828
		3	26,716	31,726	30,067	27,815
Band 2 Accomplished Teacher		4	28,772	33,379	31,929	29,878
		5	31,039	35,947	34,637	32,139
		6a	33,492	38,624	37,275	34,592
	Max	<b>6b</b>	<b>33,824</b>	<b>39,006</b>	<b>37,645</b>	<b>34,934</b>
Band 3 Expert Teacher	Min	<b>7</b>	<b>35,927</b>	<b>43,616</b>	<b>39,519</b>	<b>37,017</b>
		8	37,258	45,760	40,981	38,346
	Max	<b>9</b>	<b>38,633</b>	<b>47,298</b>	<b>42,498</b>	<b>39,725</b>

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<b>TLR 3</b>	Minimum	£529
	Maximum	£2,630
<b>SEN</b>	Minimum	£2,106
	Maximum	£4,158



## Other Pay Ranges and Allowances 1 September 2017

<b>Table 3 – Unqualified Teacher Pay Range (UTR)</b>					
<i>UTR points 1 – 6 represent a 1% increase on 2016/17 values</i>					
1 September 2017	Point	England and Wales	Inner London	Outer London	Fringe Area
		£	£	£	£
Min	<b>1</b>	<b>16,626</b>	<b>20,909</b>	<b>19,749</b>	<b>17,718</b>
	2	18,560	22,842	21,684	19,650
	3	20,492	24,776	23,618	21,584
	4	22,427	26,709	25,555	23,517
	5	24,362	28,641	27,487	25,451
Max	<b>6</b>	<b>26,295</b>	<b>30,573</b>	<b>29,422</b>	<b>27,384</b>

<b>Table 4 Leading Practitioners Range (LPR) 1 September 2017</b>					
<i>LPR Points 1 – 18 represent a 1% increase on 2016/17 values</i>					
1 September 2017	Point	England and Wales	Inner London	Outer London	Fringe Area
		£	£	£	£
Min	<b>1</b>	<b>39,374</b>	<b>46,814</b>	<b>42,498</b>	<b>40,458</b>
	2	40,360	47,804	43,486	41,447
	3	41,368	48,816	44,490	42,454
	4	42,398	49,844	45,525	43,489
	5	43,454	50,906	46,582	44,546
	6	<b>44,544</b>	<b>51,991</b>	<b>47,667</b>	<b>45,633</b>
	7	<b>45,743</b>	<b>53,194</b>	<b>48,870</b>	<b>46,835</b>
	8	<b>46,799</b>	<b>54,247</b>	<b>49,924</b>	<b>47,884</b>
	9	<b>47,967</b>	<b>55,411</b>	<b>51,090</b>	<b>49,055</b>
	10	<b>49,199</b>	<b>56,644</b>	<b>52,325</b>	<b>50,286</b>
	11	<b>50,476</b>	<b>57,918</b>	<b>53,597</b>	<b>51,561</b>
	12	<b>51,639</b>	<b>59,087</b>	<b>54,766</b>	<b>52,730</b>
	13	<b>52,930</b>	<b>60,376</b>	<b>56,059</b>	<b>54,021</b>
	14	<b>54,250</b>	<b>61,695</b>	<b>57,370</b>	<b>55,338</b>
	15	<b>55,600</b>	<b>63,041</b>	<b>58,720</b>	<b>56,684</b>
	16	<b>57,077</b>	<b>64,525</b>	<b>60,202</b>	<b>58,167</b>
	17	<b>58,389</b>	<b>65,837</b>	<b>61,515</b>	<b>59,485</b>
Max	<b>18</b>	<b>59,857</b>	<b>67,305</b>	<b>62,985</b>	<b>60,945</b>



**Table 5 - Leadership Pay Range (LPR) 1 September 2017**  
**Head Teacher, Deputy Head Teacher and Assistant Head Teacher Ranges**  
*LPR Points 1 – 43 represent a 1% increase on 2016/17 values*

1 September 2017	Point	England and Wales	Inner London	Outer London	Fringe Area
		£	£	£	£
Min	<b>1</b>	<b>39,374</b>	<b>46,814</b>	<b>42,498</b>	<b>40,458</b>
	2	40,360	47,804	43,486	41,447
	3	41,368	48,816	44,490	42,454
	4	42,398	49,844	45,525	43,489
	5	43,454	50,906	46,582	44,546
	6	44,544	51,991	47,667	45,633
	7	45,743	53,194	48,870	46,835
	8	46,799	54,247	49,924	47,884
	9	47,967	55,411	51,090	49,055
	10	49,199	56,644	52,325	50,286
	11	50,476	57,918	53,597	51,561
	12	51,639	59,087	54,766	52,730
	13	52,930	60,376	56,059	54,021
	14	54,250	61,695	57,370	55,338
	15	55,600	63,041	58,720	56,684
	16	57,077	64,525	60,202	58,167
	17	58,389	65,837	61,515	59,485
	<b>18*</b>	<b>59,264</b>	<b>66,638</b>	<b>62,361</b>	<b>60,341</b>
	18	59,857	67,305	62,985	60,945
	19	61,341	68,789	64,469	62,429
	20	62,863	70,310	65,988	63,955
	<b>21*</b>	<b>63,779</b>	<b>71,153</b>	<b>66,876</b>	<b>64,864</b>
	21	64,417	71,865	67,545	65,513
	22	66,017	73,465	69,139	67,108
	23	67,652	75,094	70,774	68,738
	<b>24*</b>	<b>68,643</b>	<b>76,017</b>	<b>71,736</b>	<b>69,725</b>
	24	69,330	76,778	72,454	70,423
	25	71,053	78,497	74,177	72,140
	26	72,810	80,254	75,934	73,903
	<b>27*</b>	<b>73,876</b>	<b>81,244</b>	<b>76,968</b>	<b>74,952</b>
	27	74,615	82,057	77,738	75,702
	28	76,466	83,910	79,591	77,551
	29	78,359	85,807	81,481	79,450
	30	80,310	87,755	83,432	81,393



	<b>31*</b>	<b>81,478</b>	<b>88,853</b>	<b>84,576</b>	<b>82,560</b>
	31	82,293	89,742	85,422	83,386
	32	84,339	91,783	87,461	85,431
	33	86,435	93,881	89,562	87,527
	34	88,571	96,018	91,697	89,663
	<b>35*</b>	<b>89,874</b>	<b>97,247</b>	<b>92,967</b>	<b>90,955</b>
	35	90,773	98,220	93,897	91,865
	36	93,020	100,464	96,141	94,109
	37	95,333	102,783	98,459	96,422
	38	97,692	105,135	100,817	98,781
	<b>39*</b>	<b>99,081</b>	<b>106,451</b>	<b>102,173</b>	<b>100,156</b>
	39	100,072	107,516	103,195	101,158
	40	102,570	110,020	105,697	103,663
	41	105,132	112,584	108,259	106,222
	42	107,766	115,211	110,887	108,858
	43	109,366	116,738	112,460	110,448

**Note:** Leadership Points L18\*, L21\*, L24\*, L27\*, L31\*, L35\*, L39\* and L43 represent the maximum salary that can be paid to a head teacher paid at the top of their school group range





**Table 6 - Head Teachers - Groups / Pay Ranges 1 September 2017**

Figures in Table based on England and Wales - Schools will need to insert salaries for own region based on Table5

	1	2	3	4	5	6	7	8
6	£44,544							
7	£45,743							
8	£46,799	£46,799						
9	£47,967	£47,967						
10	£49,199	£49,199						
11	£50,476	£50,476	£50,476					
12	£51,639	£51,639	£51,639					
13	£52,930	£52,930	£52,930					
14	£54,250	£54,250	£54,250	£54,250				
15	£55,600	£55,600	£55,600	£55,600				
16	£57,077	£57,077	£57,077	£57,077				
17	£58,389	£58,389	£58,389	£58,389				
18*	£59,264							
18		£59,857	£59,857	£59,857	£59,857			
19		£61,341	£61,341	£61,341	£61,341			
20		£62,863	£62,863	£62,863	£62,863			
21*		£63,779						
21			£64,417	£64,417	£64,417	£64,417		
22			£66,017	£66,017	£66,017	£66,017		
23			£67,652	£67,652	£67,652	£67,652		
24*			£68,643					
24				£69,330	£69,330	£69,330	£69,330	
25				£71,053	£71,053	£71,053	£71,053	
26				£72,810	£72,810	£72,810	£72,810	
27*				£73,876				
27					£74,615	£74,615	£74,615	
28					£76,466	£76,466	£76,466	£76,466
29					£78,359	£78,359	£78,359	£78,359
30					£80,310	£80,310	£80,310	£80,310
31*					£81,478			
31						£82,293	£82,293	£82,293
32						£84,339	£84,339	£84,339
33						£86,435	£86,435	£86,435
34						£88,571	£88,571	£88,571
35*						£89,874		
35							£90,773	£90,773
36							£93,020	£93,020
37							£95,333	£95,333
38							£97,692	£97,692
39*							£99,081	
39								£100,072
40								£102,570
41								£105,132
42								£107,766
43								£109,366

**Note:** Leadership Points L18\*, L21\*, L24\*, L27\*, L31\*, L35\*, L39\* and L43 represent the maximum salary that can be paid to a head teacher paid at the top of their school group range