

All Hampstead Hill School Policies are always to be read and considered in conjunction with Equal Opportunities, Race Equality and Inclusion Policies. This Policy of Hampstead Hill School applies to all sections of the school including the Early Years Foundation Stage.

Hampstead Hill School

Teacher's Pay Policy



Introduction

The Management of Hampstead Hill School aims to provide for both pupils and staff an environment in which all individuals are valued and will seek to ensure that all teaching and support staff receive proper recognition for their work and their contribution to school life.

Aims

- To maintain and improve the quality of education by having a pay policy which supports the school's statement of aims and school improvement plan.
- To have a staffing structure related to the school's improvement plan.
- To show all staff that the Management is managing its pay policy in a fair and responsible matter in accordance with its Equal Opportunities Policy and its Equality Policy.

Responsibility

The Management has responsibility for establishing the school's Pay Policy and ensuring it is followed. It considers and approves the overall pay structure for all staff.

Basic Principles

All teachers employed at Hampstead Hill School are paid at the discretion of the management. All pay related decisions are made taking full account of the school improvement plan which has been consulted on with teachers and staff.

Pay Reviews

The management will ensure that every teacher's salary is reviewed with effect from 1 September but there is no automatic entitlement to a pay increase. All staff are assessed by the management on an on-going basis and that assessment will be taken into consideration when salaries are reviewed.

Reviews may take place at other times of the year to reflect any changes in Teacher's Pay Policy circumstances or job description that lead to a change in the basis for calculating an individual's pay.

Use of Discretions in Basic Pay Determination

Pay range for Teachers

The management will determine the pay range for Principals when they propose to make a new appointment or at any time if they consider it to be necessary.

Part-time teachers

Teachers employed on an on-going basis at the school but who work less than a full working day or week are deemed to be part-time. The management will give them a written statement detailing their working time obligations and their pay, subject to the provisions of the statutory pay arrangements.

Performance Pay

The management agrees the school budget and will ensure that appropriate funding is allocated for performance pay progression at all levels. The school believes that excellence should be acknowledged and rewarded within the context of the school's overall budget.

Principal

The Principal must demonstrate sustained high quality of performance, with particular regard to leadership, management and pupil progress at the school and will be subject to a review of performance against performance objectives before any performance points will be awarded.

Date adopted: September 2016

Updated September 2016

Name: Andrea Taylor



Signed: