THAMESFIELD COLLEGE

CHANGING LIVES | CREATING FUTURES

Pay Policy

Policy 0014 | 2026–2027

Review: October 2027

THAMESFIELD COLLEGE

Pay Policy

Changing Lives | Creating Futures

Policy statement
This policy sets out how Thamesfield College determines and reviews pay for teachers and support staff, including progression, allowances and appeals.

Document control information

Policy name	Pay Policy
Policy number	0014
School	Thamesfield College
School type	Pupil Referral Unit
Policy owner	Headteacher
Approved by	Management Committee
Responsible committee	Pay Committee
Pay year	2026–2027
Version	9
Effective pay provisions	Teachers: 1 September 2026; Surrey Pay: 1 April 2026
Review period	Annually
Next review	October 2027
Publication	School website; staff policy documents

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1. Purpose, scope and governance

Thamesfield College aims to recruit, retain and reward staff fairly, consistently and transparently. This policy governs pay decisions for teachers and support staff employed by the school. It supports the school's staffing structure and improvement priorities while meeting statutory and contractual obligations.

Teachers' pay is determined under the School Teachers' Pay and Conditions Document (STPCD) and the relevant statutory pay order. Support staff employed on Surrey Pay are covered by Surrey County Council's Reward Policy 2026–2027, updated August 2026, and the associated pay and grading arrangements. Statutory and contractual entitlements take precedence over any inconsistent wording in this policy.

Management Committee and Pay Committee

The Management Committee adopts and reviews this policy, approves the staffing structure and budget, and delegates individual pay determinations to its Pay Committee in accordance with its terms of reference. The Pay Committee comprises three non-staff members. Its decisions and reasons are recorded confidentially and reported through the agreed governance arrangements.

The Headteacher advises the Pay Committee and makes written recommendations for staff. The Headteacher takes no part in determining their own pay. Those involved in a determination must declare relevant interests and withdraw where required. Appeals are heard by members who have not participated in the original decision.

The School Business Manager maintains the confidential pay records, checks calculations and contractual notifications, and instructs payroll once the authorised decision is recorded. Surrey HR/payroll advice is sought for technical questions, exceptional payments and matters requiring employer approval.

Implementation and existing decisions

Pay determinations already completed for 2026–2027 remain recorded and in effect. This policy does not restart the completed annual pay round. The Pay Committee will authorise any consequential correction needed to comply with the national pay award, statutory provisions or an employee's contractual entitlement, with the correct effective date and written explanation.

Material discretionary changes will be consulted on with staff and recognised trade unions before implementation. New criteria will not be applied retrospectively to disadvantage an employee. Approval and any subsequent amendment are recorded in the Management Committee's minutes.

2. Equality, communication and records

All decisions must comply with equality, equal pay, employment and data-protection requirements. The school will apply objective, consistent criteria, make reasonable adjustments and avoid unlawful discrimination. Part-time and fixed-term staff will not receive less favourable treatment without lawful objective justification.

- Pregnancy, maternity, adoption, shared parental leave, disability-related absence or other authorised absence must not in itself prevent proper consideration for pay progression.
- Evidence requirements and deadlines will be adjusted where appropriate. Where appraisal evidence is incomplete because of absence, the school will use available evidence and agree reasonable arrangements with the employee.
- No employee will be required to attend a keeping-in-touch day as a condition of pay progression. Any such day must be agreed under the relevant leave arrangements.
- The Pay Committee will monitor the consistency and equality impact of pay decisions, using proportionate anonymised information where possible, and address unjustified differences.

Written pay statements

Each teacher will receive a written statement within one month of a pay determination, including the annual review. It will specify the salary, effective date, pay range and point, allowances, safeguarded sums and any relevant calculation or reason for the decision. Leadership statements will identify the individual range. Part-time statements will identify the full-time equivalent salary and paid proportion, and separately explain TLR responsibility payments.

Support staff will receive written confirmation of appointment, grading, incremental progression and other pay changes through the school's contractual and payroll arrangements. Employees may ask the School Business Manager for clarification or correction of a calculation.

Confidential records

The school will retain job descriptions, grading decisions, pay recommendations, determinations, reasons, authorised exceptions, payroll instructions and appeal outcomes in accordance with its retention schedule. Access is restricted to those with a legitimate role. Individual salary information and appeal papers are handled securely; published staffing information must not unnecessarily identify personal salary details.

Budget and responsibility

The staffing budget will make provision for contractual increments, national and Surrey pay awards, employer costs and approved allowances. Financial pressure is not a reason to withhold a contractual entitlement. A discretionary payment requires an identified budget and the appropriate approval before a commitment is made.

The approved staffing structure and confidential pay schedule are maintained alongside this policy. They record posts, grades, individual leadership ranges, TLR responsibilities and values, SEN allowance decisions and any temporary payments. Changes to duties and pay must follow the appropriate consultation and contractual process.

3. Teachers: appointment and pay ranges

Classroom teachers

Before advertising a vacancy, the school determines its pay range. Classroom teacher vacancies normally span the full applicable London Fringe main, upper or unqualified range. The school adopts the STPCD advisory points shown in Appendix 1. Appointment decisions take account of the post, relevant qualifications and experience, current salary, recruitment circumstances and internal pay consistency. The reason for placement above the minimum is recorded.

The school will normally maintain at least the salary previously paid by another maintained school or academy, including agreed progression not yet implemented, subject to the statutory range and the responsibilities of the new post. Any departure must be explained and agreed before appointment. An existing upper-range entitlement is considered under the STPCD rather than automatically removed on transfer.

A teacher without the qualification or status required for qualified-teacher pay, including a trainee teacher on an apprenticeship scheme, is appointed to the unqualified range unless a statutory exception applies. When the teacher obtains QTS or another recognised qualifying status, the school applies the STPCD transfer and salary-protection provisions promptly. Relevant qualification and status checks must be completed before payroll is instructed.

Leadership and leading practitioners

The Pay Committee sets the Headteacher's range using the statutory school-group calculation, responsibilities, permanent additional accountability and recruitment circumstances. The school's previously recorded Group 2 classification must be checked against the current statutory calculation whenever a reassessment is required; it is not a substitute for that calculation.

Deputy and assistant headteacher ranges reflect the responsibilities and relationship between leadership posts and comply with STPCD limits. A leading practitioner post is established only where its primary purpose meets the STPCD criteria; an individual range reflects the challenge and responsibilities of that post. Each range must provide appropriate scope for progression.

Exceptional Headteacher payments and any range above the ordinary statutory limits require the specific STPCD justification, independent advice and approval arrangements. Permanent responsibilities must not be rewarded twice through both the range and an additional payment.

Part-time and short-notice employment

Part-time teachers' salary and allowances are calculated using the STPCD pro-rata principle, except that TLRs follow the responsibility rules in section 6. The contractual proportion is calculated by reference to the school's timetabled teaching week and recorded in writing. Agreed additional work is paid under the applicable statutory provisions.

Teachers employed directly on a day-to-day or short-notice basis are paid at the appropriate annual salary divided by 195 for a full day; a shorter period is paid proportionately. The school will confirm the period and basis of payment in advance. Agency charges are governed by the agency agreement and are not a school salary determination under this policy.

4. Teachers: annual review and progression

Annual pay reviews for teachers other than the Headteacher will be completed by 31 October. The Headteacher's review will be completed by 31 December. Annual increases take effect from 1 September. Where a review is delayed, staff will be informed and any resulting entitlement backdated to its proper date.

Progression within the range

The school does not operate performance-related pay progression. Eligible teachers who have completed a year since their previous annual determination will normally progress by one point each September until the maximum of their range. This applies to the main, upper and unqualified ranges and to the points within an individual leadership or leading practitioner range. The school retains annual consideration and annual progression on the upper range.

Progression may be withheld only where the teacher is in capability proceedings, in accordance with the STPCD. A disciplinary sanction, an informal concern, budget pressure or failure to meet an appraisal objective does not by itself justify withholding progression under this policy. There is no progression above the maximum of the applicable range.

If withholding is proposed, the teacher will receive the reasons and evidence, have a fair opportunity to respond, and receive a written determination with appeal rights. The Pay Committee will consider the circumstances rather than treating entry into capability proceedings as an automatic pay penalty.

Appraisal and early career teachers

Annual appraisal continues to support professional development. A written pay recommendation will form part of the appraisal process and the Pay Committee will have regard to it. Appraisal targets or additional portfolios are not separate hurdles for ordinary progression under this policy.

For early career teachers, the pay recommendation is informed by statutory induction arrangements. The two-year induction period must not disadvantage progression: an eligible ECT will be considered at the end of the first year as well as the second. Support during induction will not automatically be equated with formal capability proceedings.

Other reviews and protection

A further determination may be required following promotion, changed contractual duties, a successful upper-range application, qualification or a statutory change. Salary changes and movement between ranges must respect the STPCD provisions on permanence and continuity of employment.

Where a restructuring or other qualifying change triggers salary safeguarding, the school will apply the current STPCD in full, calculate the safeguarded sum, issue the required notification and record its end date and review conditions. Any additional duties linked to safeguarding, and any reduction or cessation of protection, must comply with those provisions. Temporary TLR3 payments do not attract safeguarding.

5. Access to the upper pay range

Application

A qualified teacher may apply once in each academic year to be paid on the upper pay range. Applications should be submitted to the Headteacher by 30 September. The Headteacher will consider reasonable adjustments to the deadline, particularly for authorised absence or disability. An application is assessed against the national criteria and the definitions below, not against a quota or affordability threshold.

The teacher must be highly competent in all elements of the Teachers' Standards, and their achievements and contribution to an educational setting or settings must be substantial and sustained.

School definitions

- Highly competent means secure, well-informed and consistently strong practice across the Teachers' Standards, with the capacity to support others through effective advice, modelling, coaching or mentoring.
- Substantial means a meaningful contribution to pupil outcomes, collaborative practice and school improvement. Evidence may include contributing to policy or curriculum development, supporting colleagues and contributing more broadly to school life.
- Sustained normally means evidence across the two most recent appraisal years. Equivalent evidence may be used where the normal period is interrupted or unavailable. A part-time teacher is assessed equitably in relation to their working commitment.

Access to the upper range does not depend on accepting an unpaid management post or undertaking responsibilities that should attract a TLR. The assessment concerns professional competence and contribution; it is distinct from ordinary progression within an existing range.

Assessment and outcome

The Headteacher will consider the application, relevant appraisal reports and other proportionate evidence, consulting the appraiser where appropriate. No additional evidence portfolio will be required where existing evidence is sufficient. The Headteacher makes a written recommendation to the Pay Committee, which determines the outcome.

The teacher will normally receive written feedback by 31 October. Successful applicants move to the first point of the upper range with effect from 1 September of that application year. An unsuccessful outcome will identify the criteria not met, provide developmental feedback and explain the right of appeal under section 9.

Application record

The application should contain: the teacher's name and post; date of application; the appraisal period relied on; a concise explanation of how each national criterion is met; references to existing evidence; and any circumstances requiring an adjustment. The school will record the assessor's recommendation, committee decision, effective date and written feedback.

6. Teachers: allowances and other payments

Teaching and learning responsibility payments

TLR1 and TLR2 payments attach to approved posts involving significant, sustained additional responsibility for teaching and learning, professional judgement, pupil development beyond the teacher's own classes, and leading and developing other teachers' practice. TLR1 also requires line management of a significant number of people. Duties and the full responsibility value are recorded in the staffing structure.

From 1 September 2026, existing and new TLR1 and TLR2 payments reflect the proportion of the full responsibility undertaken, rather than automatically the teacher's contracted hours. The school will record the allocation where responsibilities are shared. A part-time teacher carrying the full responsibility receives the full payment.

TLR3 is available for a clearly time-limited school-improvement project or a one-off externally driven responsibility. The amount, duties and start/end dates are agreed in writing and paid monthly for the fixed term. The total payment reflects the duration of the award; it is not reduced for part-time hours. TLR3 does not attract safeguarding. A teacher may hold TLR3 alongside TLR1 or TLR2, but cannot hold TLR1 and TLR2 together. Unqualified teachers and leadership-group members do not receive TLR payments.

Special educational needs allowance

A SEN allowance is paid where the classroom teacher's post satisfies the STPCD conditions. In a PRU, eligibility is assessed against the statutory criteria for a setting analogous to a designated special class or unit; an allowance is not assumed solely from the school's designation. The value reflects the structure of provision, relevant mandatory qualifications, expertise and relative responsibility. The reasons and value are recorded.

Other authorised payments

Recruitment or retention payments require a recorded recruitment or retention need, consistent criteria, a defined amount and review arrangements. Leadership members receive such payments only where permitted by the STPCD, including qualifying housing or relocation arrangements. The school will not duplicate responsibilities already reflected in salary.

Additional payments to eligible teachers may be made for agreed voluntary CPD outside directed time, initial teacher training work, out-of-school learning or services for other schools, within STPCD conditions. Acting allowances will be considered within four weeks of taking on the relevant leadership duties and any entitlement and effective date recorded under the STPCD. Unqualified-teacher allowances are considered only under the specific statutory criteria.

The school has not established a separate teacher recognition-award scheme. Any future scheme under the 2026 STPCD must first have published criteria, appropriate consultation, a budget and Management Committee oversight; it cannot replace progression or a TLR. Surrey's support-staff recognition scheme does not automatically apply to teachers.

7. Support staff: grading and progression

The school applies Surrey Pay and the Surrey Reward Policy to eligible support staff. Grades are determined through the applicable Surrey job-family or job-evaluation arrangements, based on the duties and responsibility of the post. Job descriptions must remain accurate. A material change in duties is referred for evaluation rather than rewarded through an unsupported permanent allowance.

Appointment and changes of grade

New starters are normally appointed at the grade minimum. An exceptional higher starting salary for a hard-to-recruit role requires a documented business case and the applicable Surrey Pay and Policy Exceptions (PAPE) process. Payments outside the normal grade or scheme require the specified employer approval; school budget approval alone is insufficient.

On promotion or upward regrading, placement within the new grade will follow Surrey's rules, including the normal 2.5% increase over the previous salary position and the treatment of allowances that cease. Downward regrading and redeployment will follow the relevant Surrey protection arrangements. Employer-led and voluntary transfers are considered under their respective rules, not treated automatically as promotions.

Incremental progression

The Surrey Pay year starts on 1 April. Where the applicable grade has increments, an employee below the maximum who has been in the same grade since the preceding 1 October is normally eligible for the annual increment. Those appointed, promoted or regraded between 1 October and 31 March normally receive their first increment after six months, subject to completion of probation and the applicable scheme. Spot salaries and leadership grades without increments do not gain an automatic increment.

Progression is subject to the Surrey scheme. Where an employee is on a performance improvement plan, the increment may be delayed until the required standards are met. Formal disciplinary action may pause an increment for six months from its due date for a first warning, or twelve months for a final warning or action short of dismissal, in accordance with the Reward Policy.

Following a qualifying pause, the increment is reinstated from the first of the following month under the Surrey rules, without backdating. The school will record the reason, start and review dates, notify the employee and seek HR advice where application is uncertain. The annual general pay award is separate and is not withheld because an increment is paused.

Grading and pay concerns

Employees may seek clarification of grading or incremental decisions and use the applicable Surrey job-evaluation review or school grievance arrangements. The Headteacher will identify the correct route and provide written information on the process. Teacher pay-appeal rules do not replace a contractual support-staff route.

8. Support staff: other pay arrangements

Temporary additional duties

An employee undertaking the full duties of a higher-graded post continuously for more than four weeks and for up to six months will receive the appropriate acting-up payment under Surrey's promotion rules. Where only some higher-level duties are undertaken, or full duties are performed for less than four weeks, an appropriate honorarium may be considered under the Surrey scheme. Duties, payment, duration and review date must be authorised and recorded. Extensions require the relevant Surrey approval.

Recognition awards

For eligible support staff, a recognition award of up to £1,000 per person per year may recognise exceptional achievement, a sustained exceptional contribution, completion of a particular task or innovation, within Surrey's scheme. The Headteacher's recommendation must identify the contribution, consistency with other awards, budget and approval. The payment must be processed through the appropriate payroll or approved scheme route; it is not a contractual entitlement or a substitute for proper grading.

Additional hours, overtime and lettings

Additional hours and overtime must be authorised in advance. Time off in lieu should be considered first where appropriate. Eligibility, rates and any holiday-pay treatment follow the employee's contract, Surrey Reward Policy and annual-leave arrangements; a rate must not be assumed solely from the employee's job title.

Lettings work is paid under Surrey's arrangements at plain time, with the applicable minimum attendance payment: normally 30 minutes for an on-site caretaker and one hour for an off-site caretaker. The school will confirm the work, hours and authorisation before the letting.

Protection and other benefits

Qualifying redundancy redeployment protection normally lasts one year, subject to Surrey's limits, including the usual one-grade limit or 10% where a grade comparison is not available. Contracted hours and additional payments are not automatically protected. The precise entitlement must be checked against the applicable scheme and confirmed to the employee in writing.

Long-service recognition at 25 and 40 years, eligible aggregate service, travel allowances and other benefits are administered using the current Surrey rules and approved schedules. No payment will be promised using an obsolete allowance value.

Payroll and overpayments

Surrey Pay salaries are normally paid monthly on the 22nd, subject to payroll calendar arrangements. Employees should report suspected errors promptly. The school will explain an overpayment, verify its calculation and agree reasonable recovery arrangements under the Surrey scheme, normally over the period of overpayment or one year, whichever is shorter. Any deduction must have a lawful basis. Individual hardship or a disputed calculation will be considered with HR/payroll advice.

9. Teacher pay reconsideration and appeals

A teacher may challenge a pay determination, including refusal of upper-range access, where they believe the policy or statutory provisions have been applied incorrectly, relevant evidence has been omitted, irrelevant evidence considered, or the decision is biased, discriminatory or otherwise unreasonable. No employee will suffer detriment for raising a pay concern.

Stage 1: clarification and reconsideration

The teacher should normally seek informal clarification within ten working days of receiving the determination. If unresolved, the teacher should submit written grounds for reconsideration to the Clerk to the Management Committee within ten working days of the original notification or the informal outcome. The grounds should identify the decision challenged, reasons and remedy sought.

The Pay Committee will normally hold a reconsideration hearing within ten working days of receiving the written request. The teacher may present evidence, respond to the reasons for the decision and be accompanied by a trade-union representative or workplace colleague. A written reasoned outcome will normally be issued within five working days of the hearing.

Stage 2: independent appeal

If dissatisfied, the teacher may submit a written appeal to the Clerk within ten working days of the reconsideration outcome. An impartial panel of Management Committee members with no previous involvement will hear it. The original decision-makers and anyone with a relevant conflict must not sit on the appeal panel.

The hearing will normally take place within twenty working days of receipt. The teacher will receive at least ten working days' notice. Papers will normally be exchanged at least five working days before the hearing. The teacher may be accompanied by a trade-union representative or workplace colleague. Reasonable adjustments and reasonable changes to timescales will be considered, including representative availability.

Hearing and outcome

- The chair explains the procedure, confirms the grounds and ensures an impartial hearing.
- The school presents the reasons and evidence for the determination; the teacher and panel may ask questions.
- The teacher presents their appeal and evidence; the school's representative and panel may ask questions.
- Both sides may summarise. The panel then considers its decision privately, supported by an independent adviser where appropriate.

The panel may confirm or amend the determination within its lawful powers. It will give a written decision and reasons, normally within ten working days, specifying any revised salary and effective date. This exhausts the school's pay-appeal procedure. The same pay determination is not reopened through a parallel grievance, without affecting statutory employment rights or the handling of a distinct grievance.

The Clerk maintains a confidential record. If a timescale cannot be met, the parties will be told why and given a revised date. Unreasonable delay by the school will not remove the teacher's right of appeal.

10. Pay schedule, references and review

Appendices 1–3 set out the teacher pay points and allowance ranges applicable from 1 September 2026 to 31 August 2027. Figures are full-time annual salaries before deductions, unless stated otherwise. Main, upper and unqualified points follow the final 2026 STPCD. The leadership and leading practitioner point structures are advisory points adopted by the school within the statutory ranges; an employee progresses only within their approved individual range.

Individual leadership ranges, the school's headteacher group calculation and all authorised post-specific allowances remain in the confidential approved pay schedule. The Surrey-issued 2026–2027 support-staff grade and point schedule is a separate controlled payroll record and must be checked before a salary is quoted or processed. It is not replaced by the national NJC spine or by an estimated uplift to an older Surrey table. The School Business Manager will supply the applicable current scale to an employee on request. Part-time and term-time support salaries are calculated using the contractual hours and paid-weeks arrangements.

Documents to be read alongside this policy

- DfE, School Teachers' Pay and Conditions Document 2026 and guidance; the applicable School Teachers' Pay and Conditions statutory order. Current publication: https://www.gov.uk/government/publications/school-teachers-pay-and-conditions
- Surrey County Council, Reward Policy 2026–2027, August 2026 update; associated Surrey Pay scales, job-family models, allowances and PAPE arrangements.
- Thamesfield College appraisal, capability, disciplinary, grievance, equality and data-protection policies; Pay Committee terms of reference and approved staffing structure.

Surrey County Council, Model School Pay Policy 2026, final updated model supplied to the school; adapted for Thamesfield College and its Management Committee.

NASUWT, published 2026–2027 London Fringe advisory leadership and leading practitioner pay points, checked against the statutory range limits.

DfE pay document and guidance | London Fringe advisory pay points

Annual review and version control

The Headteacher and Pay Committee will review this policy annually, normally each autumn, with the next review in October 2027. An earlier review will take place where a statutory or contractual change requires it. National or Surrey awards are implemented from their prescribed effective dates and communicated to staff.

Version 9, November 2026, replaces Version 8.1. It incorporates the updated Surrey Model School Pay Policy 2026, adds the full 2026–2027 London Fringe teacher pay schedules and practical upper-range and appeal records, and clarifies apprentice appointments, written notifications and TLR3 payments. It retains Surrey Pay, pay portability, annual upper-range progression and the school's decision not to operate performance-related teacher progression or a separate teacher recognition-award scheme. The review remains October 2027.

Appendix 1 Classroom teacher pay and allowances

London Fringe rates effective 1 September 2026

These are annual full-time equivalent salaries for 2026–2027. Classroom teachers use the main and upper points below; the unqualified scale also applies to relevant trainee teacher apprentices. Part-time basic pay is calculated under section 3.

Main / upper point	Annual salary	Unqualified point	Annual salary
M1	£35,602	Unqualified 1	£24,909
M2	£37,647	Unqualified 2	£27,589
M3	£39,979	Unqualified 3	£30,272
M4	£42,513	Unqualified 4	£32,636
M5	£45,070	Unqualified 5	£35,321
M6	£48,479	Unqualified 6	£38,004
U1	£50,625		
U2	£52,442		
U3	£54,328		

U1–U3 in the left column are upper-range points. The separate unqualified points are labelled in full to avoid confusion. Source: final STPCD 2026, annexes 3 and 4.

Allowances from 1 September 2026

Payment	Minimum	Maximum
TLR1	£10,531	£17,819
TLR2	£3,651	£8,913
TLR3	£727	£3,600
SEN allowance	£2,885	£5,690

TLR1 and TLR2 payments reflect the responsibility undertaken, not automatically the teacher's working fraction. TLR3 is time-limited and is not reduced for part-time hours. SEN eligibility and all payments must meet section 6 and the STPCD; the figures do not establish an individual entitlement.

The statutory September 2027 award takes effect after this academic year. It is not included in these current rates; payroll and the policy schedule must be updated from its prescribed date.

Appendix 2 Leadership pay points

London Fringe from 1 September 2026

The school uses the following advisory point structure within approved individual leadership ranges. The statutory overall range is £55,060–£150,301. A listed point does not extend an employee's individual range or override the headteacher group limits in Appendix 3.

Point	Annual salary	Point	Annual salary
L1	£55,060	L23	£93,545
L2	£56,404	L24	£95,836
L3	£57,776	L25	£98,174
L4	£59,185	L26	£100,571
L5	£60,624	L27	£103,021
L6	£62,102	L28	£105,536
L7	£63,738	L29	£108,119
L8	£65,166	L30	£110,764
L9	£66,758	L31	£113,475
L10	£68,435	L32	£116,260
L11	£70,169	L33	£119,111
L12	£71,759	L34	£122,018
L13	£73,517	L35	£125,014
L14	£75,310	L36	£128,068
L15	£77,141	L37	£131,218
L16	£79,158	L38	£134,426
L17	£80,953	L39	£137,662
L18	£82,939	L40	£141,070
L19	£84,957	L41	£144,551
L20	£87,036	L42	£148,138
L21	£89,153	L43	£150,301
L22	£91,326		

Source: NASUWT 2026–2027 London Fringe advisory points; minimum and maximum checked against STPCD 2026, paragraph 4.4. Statutory headteacher-group maxima can fall between the advisory points shown here. The approved individual range and any applicable statutory restriction take precedence.

Appendix 3 Leading practitioners and headteacher groups

Leading practitioner points

London Fringe annual full-time rates from 1 September 2026. A leading practitioner post and its individual range must be approved under section 3; this table does not create a post or an entitlement to the full national range.

Point	Annual salary	Point	Annual salary
LP1	£55,332	LP10	£68,770
LP2	£56,683	LP11	£70,516
LP3	£58,060	LP12	£72,113
LP4	£59,476	LP13	£73,879
LP5	£60,921	LP14	£75,680
LP6	£62,410	LP15	£77,520
LP7	£64,051	LP16	£79,549
LP8	£65,487	LP17	£81,349
LP9	£67,089	LP18	£83,347

Statutory headteacher group ranges

London Fringe annual ranges from 1 September 2026. Thamesfield's previously recorded classification is Group 2; reassessment follows the statutory calculation. This is a group reference table, not the Headteacher's personal salary range.

Group	Minimum	Maximum
1	£62,102	£82,118
2	£65,166	£88,273
3	£70,169	£94,885
4	£75,310	£101,999
5	£82,939	£112,353
6	£89,153	£123,776
7	£95,836	£136,298
8	£105,536	£150,301

Sources: STPCD 2026, paragraphs 5.3 and 16.3, and NASUWT leading practitioner advisory points. Any departure from the ordinary statutory limits requires the specific statutory justification and approval arrangements; it must not be inferred from this table.

Appendix 4 Upper pay range application

Submit to the Headteacher by 30 September. A covering letter containing the same information is also acceptable. Read the criteria and reasonable-adjustment provisions in section 5. Reference existing evidence; a new portfolio is not required where existing records are sufficient.

Applicant information	Details
Name and post	
Date and appraisal period relied on	
Current range and point	
Evidence or appraisal records referenced	
Absence, alternative evidence or reasonable adjustment requested	

How the national criteria are met

Criterion	Evidence and relevant references
Highly competent in all elements of the Teachers' Standards	
Achievements and contribution are substantial and sustained	

Applicant signature and date: _____

School record

Decision record	Details
Assessor and recommendation	
Pay Committee decision and date	
Effective date and point if successful	
Written feedback date and appeal information	

Appendix 5 Pay appeal hearing agenda

Use with section 9 for a teacher's reconsideration or independent appeal. The Clerk confirms the stage, panel membership, notice, documents and arrangements for a representative or workplace colleague. Support staff use their applicable grading-review or grievance route.

Step	Hearing arrangements
1 Introductions	The chair identifies those present, checks impartiality and reasonable adjustments, confirms the decision challenged and explains the procedure.
2 School's case	The school's representative explains the determination and evidence. The teacher or representative may ask questions, followed by the panel.
3 Teacher's case	The teacher or representative presents the grounds and evidence. The school's representative may ask questions, followed by the panel.
4 Witnesses and evidence	Witnesses attend for the relevant evidence and may be questioned fairly. The chair decides whether a short adjournment or further information is needed.
5 Summaries	Each side summarises its position. No new evidence is introduced without a fair opportunity for the other side to respond.
6 Private deliberation	Both parties withdraw. The panel considers the policy, statutory provisions and evidence, with an independent adviser if needed. The original decision-makers do not advise an independent appeal panel.
7 Outcome	The panel confirms or amends the determination within its powers. Written reasons identify any revised salary and effective date, the applicable further appeal right or that the independent school appeal stage is complete.

Timescale record

Action	Normal time limit
Informal clarification	Within 10 working days of the determination
Written reconsideration request	Within 10 working days of original notification or informal outcome
Reconsideration hearing and outcome	Hearing within 10 working days; outcome within 5 working days of hearing
Independent appeal request	Within 10 working days of the reconsideration outcome
Appeal hearing and notice	Within 20 working days; at least 10 working days' notice
Exchange of papers	At least 5 working days before the hearing
Independent appeal outcome	Within 10 working days of the hearing

Reasonable adjustments and changes to timescales may be agreed under section 9. Record the reasons and revised dates, the evidence considered, attendance, decision and notification securely.