

## Teaching Staff Pay Policy

### Pay and Progression

Edge Grove pay scales are based on the maintained sector (NJC for the TA Scale) London fringe salaries plus a differential of 10%. This is non-contractual but it is the expectation and aim of the policy to maintain that differential.

The pay scale will normally be increased in line with the annual increase agreed and published for maintained sector teachers either on a national basis or those employed by Herts County Council. However the School may, at its sole discretion, vary the scale of that increase in either direction.

Starting salaries are at the Headmaster's discretion, but a qualified teacher's appointment Pay Grade should be no less than someone with their qualifications and experience would get as a classroom teacher in the maintained sector.

Subject to satisfactory performance, teachers will normally be expected to progress up the pay scale by annual increments to a maximum (currently spinal point EG6 or EGU6 on the TA Scale).

The School recognises and expects that all good practitioner teachers should be able to advance over time to EG9 (EGU8 on the TA Scale or EGT8 for other teaching roles).

Formal progression to EG7 (EGU7 / EGT7) and onwards to EG9 (EGU8 / EGT8) is dependent upon a teacher's performance against objectives set.

Where they undertake additional responsibilities beyond the scope of the classroom or subject teacher's job description, an additional allowance is available based on 7 fixed responsibility points.

A separate leadership scale exists for members of the SMT.

Other benefits of teaching at Edge Grove include:

- ) Normal teaching year of up to 178 teaching days per year including 8 Inset days pre & post terms.
- ) Participation in either the Teachers' Pension Scheme or Group Money Purchase Scheme depending upon employee's role.
- ) Free meals on site during working hours (non-contractual).
- ) Formal policy on sickness benefits.
- ) Subsidised private medical insurance scheme (non-contractual).
- ) Accredited NQT induction programme
- ) Generous discount on fees for children of staff attending the School, subject to normal admissions criteria and qualifying period (non-contractual).
- ) Salary Sacrifice scheme for childcare vouchers.
- ) CPD – innovative Inset programmes & a commitment to external training.
- ) Assistance with long term training costs – interest free loans – repayable over 12/24 months.

### Pay Scales from 1<sup>st</sup> September 2017

<b>Qualified Teachers</b>	
EG1	£25,900
EG2	£27,852
EG3	£29,995
EG4	£32,218
EG5	£34,658
EG6	£37,302
EG7	£40,313
EG8	£41,761
EG9	£43,263
<b>Other Teaching Roles</b>	
EGT5	£27,717
EGT6	£29,821
EGT7	£32,782
EGT8	£34,713
<b>Teaching Assistants</b>	
EGU1	£17,669
EGU2	£18,490
EGU3	£19,642
EGU4	£21,217
EGU5	£22,747
EGU6	£24,751
EGU7	£26,325
EGU8	£28,044
<b>Responsibility Allowances</b>	
EGM1	£1,000
EGM2	£1,500
EGM3	£2,000
EGM4	£3,000
EGM5	£4,000
EGM6	£5,000
EGM7	£7,000