

All Saints Schools Trust



Pay Policy 2023-24

Authorised By:	ASST Board
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Chair of ASST Board Signature	James Hargrave:
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All Saints Schools Trust - Pay Policy for Employees 2023-24

1. RATIONALE

The Board of any Academy or Multi Academy Trust is required to ensure the sound financial management of the Academy Trust. The prime statutory duty of governing bodies, as set out in paragraph 21(2) of the Education Act 2002 is to "... conduct the school with a view to promoting high standards of educational achievement at the school." The ASST Pay Policy is intended to support that statutory duty.

2. AIMS

The Trust and its governing bodies will act with integrity, confidentiality, objectivity and honesty in the best interests of all the schools in the Trust; will be open about decisions made and actions taken and will be prepared to explain decisions and actions to interested persons. Its procedures for determining pay will be consistent with this approach and with the principles of public life: objectivity, openness and accountability. The Trust's pay policy is aimed to support the recruitment, retention and motivation of staff.

3. APPLICATION

This policy applies to all Trust staff. Where different arrangements apply to different groups of staff by virtue of their terms and conditions of employment, this is clearly stated. For all staff, pay progression will be clearly attributable to the individual's performance and the Trust and each governing body of each Trust school will be able to objectively justify its decisions.

4. EQUALITIES LEGISLATION

The Trust will comply with relevant equalities legislation, including the following legislation, as amended:

- Employment Relations Act 1999
- Equality Act 2010
- Employment Rights Act 1996
- The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002
- The Agency Workers Regulations 2010.

The Trust and governing body of each Trust school will promote equality in all aspects of school life, particularly as regards all decisions on advertising of posts, appointing, promoting and paying staff, training and staff development. See 'governing body obligations' in relation to monitoring the impact of this policy.

5. EQUALITIES AND PERFORMANCE RELATED PAY

The Trust will ensure that its processes are open, transparent and fair. All decisions will be objectively justified. Adjustments will be made to take account of special circumstances, eg, an absence on maternity or long-term sick leave. The exact adjustments will be made on a case-by-case basis, depending on the individual employee's circumstances and the school's circumstances.

6. JOB DESCRIPTIONS

The Headteacher (also Executive Headteacher, as appropriate) of each school in ASST will ensure that each member of staff is provided with a job description in accordance with the staffing structure agreed by the Trust and its governing body. Job descriptions may be reviewed from time to time, in consultation with the individual employee concerned, in order to make reasonable changes in the light of the changing needs of the school. Job descriptions will identify key areas of responsibility. All job descriptions will be reviewed annually as part of the appraisal process.

7. ACCESS TO RECORDS

The Headteacher of each ASST school will ensure reasonable access for individual members of staff to their own employment records.

8. APPRAISAL

Assessment will be based on evidence from a range of sources, as described in the Trust's Appraisal Policy. Appraisers will establish a firm evidence base in relation to the performance of all employees and there is a responsibility on the individual and their appraiser to work together. Employees should gather any evidence that they deem appropriate in relation to their objectives and other relevant criteria (eg the Teachers' Standards and criteria to be paid on Upper Pay Range), so that such evidence can be taken into account at the performance review.

Appraisal objectives will become more challenging as staff progress up their pay range/grade.

Where not already directly responsible for objective setting and pay recommendations, the Headteacher will moderate these to ensure consistency and fairness. The Trust, through the CEO and HR Committee, will also ensure occasional moderation to ensure consistency and fairness across the Trust.

9. TRUST AND LOCAL GOVERNING BODY OBLIGATIONS

The Trust and governing bodies will fulfil their obligations to:

- Teachers: as set out in the School Teachers' Pay and Conditions Document (STPCD) and the Conditions of Service for School Teachers in England and Wales (commonly known as the Burgundy Book). The Trust and Local Governing Bodies will also comply with The Education (School Teachers' Appraisal) (England) Regulations 2012 concerning the appraisal of teachers;
- Support staff: as set out in the National Joint Council for Local Government Services National Agreement on Pay and Conditions of Service (Green Book) and Suffolk County Council's Single Status Agreement and local pay and grading arrangements, as they apply to schools and where not already amended as described in this policy or the school's appraisal policy.

The HR Committee of the Trust will consider any updated policies to ensure that the appropriate arrangements for linking appraisals to pay are in place, can be applied consistently. It will liaise with the Trust Finance and Audit Committee and at all times assure itself that public money is being used effectively and with propriety, as necessary, seeking appropriate independent advice and complying with audit requirements.

The Trust Board and governing bodies will ensure that it makes funds available to support pay decisions, in accordance with this pay policy and procedures and the school's spending plan.

The HR Committee of the Trust Board will monitor the outcomes of pay decisions, including the extent to which different groups of staff may progress at different rates, ensuring the Trust's continued compliance with equalities legislation. The HR committee will also, from time to time, arrange Equal Pay Audits.

10. HEADTEACHER OBLIGATIONS

The CEO and Headteachers of each ASST school will:

- Develop clear arrangements for linking appraisal to pay progression and consult with staff and school union representatives on the appraisal and pay policies;
- Submit any updated appraisal and pay policies to the Trust Board for approval via the HR Committee of the Board;

- Ensure that effective appraisal arrangements are in place and that any appraisers have the knowledge and skills to apply procedures fairly;
- Submit pay recommendations to the governing body and ensure the governing body has sufficient information upon which to make pay decisions;
- Ensure that all staff are informed about decisions reached and that records are kept of recommendations and decisions made.

11. EMPLOYEE OBLIGATIONS

Employees will:

- Engage with the appraisal process - this includes working with their appraiser to ensure that there is a secure evidence base in order for an annual pay determination to be made;
- Keep records of their objectives and review them throughout the appraisal process;
- Share any evidence they consider relevant with their appraiser;
- Under normal circumstances, ensure they have, as a minimum, an annual review of their performance.

12. DIFFERENTIALS

The need to create or maintain appropriate differentials between posts within schools will be considered, recognising: accountability and job weight; the governing body's need to recruit, retain and motivate sufficient employees of the required quality at all levels.

13. DISCRETIONARY PAY AWARDS

Criteria for the use of pay discretions are set out in this policy and discretionary awards of additional pay will only be made in accordance with these criteria.

14. SAFEGUARDING OF PAY

Where a pay determination leads or may lead to the start of a period of safeguarding, the governing body will comply with the relevant provisions of the STPCD or support staff terms and conditions of employment and will give the required notification as soon as possible and no later than one month after the determination.

15. PROCEDURES

Each school and governing body within the Trust can establish a committee responsible for pay decisions (this may be the personnel committee or other such group). Staff governors may not be a member of any such committee and will be asked not to attend pay committee agenda items.

The governing body will determine the annual pay budget on the recommendation of the personnel committee and within any guidelines determined by the Trust Board.

The governing body can delegate its pay powers to a personnel committee. Any person employed to work at the school, other than the Headteacher, must withdraw from a meeting at which the pay or appraisal of any other employee of the school is under consideration. The Headteacher must withdraw from that part of the meeting where the subject of consideration is their own pay. A relevant person must withdraw where there is a conflict of interest or any doubt about their ability to act impartially.

The governing body will be attended by the Headteacher in an advisory capacity. Where the governing body has invited either a representative of the Trust or an external adviser to attend and offer advice on the determination of the Headteacher's pay, that person may be asked to withdraw at the same time as the Headteacher while the governing body reaches its decision. Any member of the governing body required to withdraw will also do so.

The terms of reference for the personnel committee will be determined from time to time by the governing body in consultation with the Trust.

Reports of the personnel committee will be placed in the confidential section of the governing body's agenda and will either be accepted or referred back if the personnel committee has exceeded its powers under the policy.

16. ANNUAL DETERMINATION OF PAY

All staff salaries will be reviewed annually to take effect, where headroom is available, from:

- 1 September for all teaching staff, including the Directors, Executive Headteachers, Headteachers, Heads of School, Deputy Headteachers, Assistant Headteachers;
- 1 April for all support staff.

Headteachers will endeavour to complete support staff annual pay reviews between 1 April and the end of the summer term, teachers' annual pay reviews by 31 October and Headteachers/Executive Headteachers annual pay reviews by 31 December. They will, however, complete the process without undue delay.

Annual pay progression is not automatic. It will only be considered where staff have met the expectations described in this policy, the Trust's Appraisal Policy and through their appraisal process, and will be subject to the maximums of the employee's relevant pay range/grade/grade mid-point and the governing body's annual decision making processes.

Pay progression will not be considered during any probationary period. Normal appraisal and pay review arrangements will apply following the successful completion of any probationary period and, for support staff, subject to the "11 month rule" described in paragraph 22.6 of this policy.

17. ABSENCE AND/OR PARTIAL ACHIEVEMENT OF OBJECTIVES

Where any member of staff has been absent for some or all of the appraisal period, for example, as a result of long-term sickness absence or maternity/adoption/shared parental leave, the assessment in relation to pay progression will be based on performance during any period of attendance and/or prior performance.

In exceptional circumstances, for example, where objectives have not been fully met due to factors entirely outside the control of the reviewee, the reviewer may apply discretion in recommending pay progression. Such discretion will normally only be applied where:

- For teachers: competency in all elements of the Teachers' Standards and 'good' teaching overall have been demonstrated, as described below
- For support staff: the standard of work more generally has been of a high level.

18. NOTIFICATION OF PAY DETERMINATIONS

Decisions will be communicated to each member of staff by the relevant Headteacher, in writing, at the earliest opportunity and no later than one month after the pay determination. Decisions on the pay of the Headteacher will be communicated, again, in writing.

All communication regarding pay determinations will set out the reasons why decisions have been taken. An instruction to amend pay from the relevant date will be issued as soon as practicable after the pay decision has been made.

In accordance with the STPCD, pay statements given to teachers, as part of the regular review process or when other pay decisions are taken, will state all remuneration, including any allowances, any payments or

other financial benefits for recruitment and retention purposes, any safeguarded sums and any fixed term arrangements, as well as where a copy of the Trust's pay policy and staffing structure can be inspected.

19. PART-TIME EMPLOYEES

The CEO, Headteacher and Local Governing Body will use their best endeavours to ensure that all part-time employees are treated no less favourably than a full-time comparator. For teaching staff, this will include the governing body applying the provisions of the STPCD in relation to part-time teachers' pay and working time.

20. SALARY SACRIFICE ARRANGEMENTS

The Trust will consider the introduction of salary sacrifice schemes in relation to eg Childcare Vouchers/Cycle to Work/other arrangements. Any such scheme approved will be operated on a Trust-wide basis. Staff choosing to participate in any such scheme will have their gross pay reduced according to the terms of the scheme for the duration of their participation.

21. APPEALS PROCEDURE

The appeals procedure in relation to pay decisions for all staff is set out in Appendix 3 of this policy.

22. SUPPORT STAFF PAY

Salary on appointment

- 22.1** The Trust notes its powers to determine the pay of support staff in accordance with the scale of grades currently applicable in relation to employment with the Trust (where relevant), which the HR committee consider appropriate for the post. In reaching its determination, the HR committee will consider the advice of the governing body, where relevant, but will not consider itself bound by that advice.

The Trust will determine the pay range to be advertised, taking account of the full responsibilities of the post and, where relevant, the Local Authority's guidance on Single Status benchmark job descriptions and in accordance with the School Staffing (England) Regulations 2009 and chapter 7 of the associated guidance.

Salary on appointment will normally be consistent to other comparable roles with the Trust. Where the school is satisfied that it is necessary to pay a higher starting salary in order to attract the best candidate, the appointment may be made at any point up to and including the point below 'the bar' (known as the midpoint).

Serving support staff

- 22.2** In any year in which the Headteacher agrees to award incremental progression to support staff, progression within the relevant part of the grade will be by a single increment, which is dependent on successful performance in post, as assessed through the appraisal process.

Where performance has been assessed as exceptional, the Headteacher may apply its discretion and award enhanced progression of an additional point, where there is scope for this within the relevant part of the pay grade and is within the budget allocated for pay.

To ensure that an employee who is new in post is able to benefit from, where available, incremental progression when performance supports this, the school will ensure forward objectives are set as soon as possible set upon completion of any probationary period and that an appraisal review is completed within four to six months of this. Provided that this is done, an increment will be paid from the first day of eleventh month after the employee's start date. This is referred to elsewhere as the "eleven-month rule". After that, the employee will fit into the normal appraisal review cycle.

The eleven-month rule will be applied to pay progression following promotion or the re-grading of an employee's post.

Acting-up Payments and Honoraria

- 22.3** The Headteacher may determine to make an acting-up payment or an honorarium.

An acting-up payment may be appropriate where an employee takes on the full duties of a more senior post for a substantial period (usually four weeks or more) in the absence of the post-holder or where there is a vacancy pending recruitment to a vacant post. Where an acting-up payment is agreed, the employee will receive a salary which is not less than the minimum point of the salary for the "acting-up" post, and at least one incremental point higher than their substantive salary.

An honorarium may be appropriate where an employee takes on additional duties of a higher paid post for a temporary period (for whatever reason), but not the full duties. Where an honorarium payment is agreed, the school will estimate the proportion of the duties at the higher level which the employee has undertaken, the period over which the duties have been undertaken and calculate a payment.

Honoraria will normally be paid as a lump sum retrospectively.

22.4 Support Staff Holiday Pay Calculations

Please refer to Support Staff Terms and Conditions Document regarding Holiday Pay Calculations. The Trust has applied the ruling of the Harpur Vs Brazel ruling on holiday pay in that the minimum paid working weeks (including holiday pay) will be 43.6 weeks.

22.5 Additional or Second Job

Any employee having a second or additional job has a duty to inform the Trust of this and the employee needs to be aware this may result in tax and / or pension implications.

22.6 Apprentices

If the Trust employs an Apprentice, it will abide by the Government guidance for minimum pay, however it is at the Trust's discretion if they wish to pay above the minimum.

PAY ARRANGEMENTS SPECIFIC TO TEACHING STAFF

Pay decisions relating to performance in the 2023-24 academic year will be made in accordance with the Trust's Pay and Appraisal Policies for 2023-24. The following paragraphs set out the arrangements for appointments or determinations made on or after 1 September 2023 and for pay decisions relating to performance throughout the 2023-2024 academic year.

There are normally two elements to the teachers' pay review:

- Cost of living percentage increase - generally referred to as 'uplift'
- Pay progression between scales – generally referred to as 'incremental award' this would always be dependent on performance.

23 PAY RANGE FOR LEADERSHIP POSTS

Leadership postholders will be paid in accordance with the pay ranges for school leaders set out in Appendix 1 together with the Trust Executive Pay scales in Appendix 4. In any determination or re-determination of leadership pay, the pay range for the Headteacher will start no lower than the minimum of the relevant Headteacher Group and the pay range for any Deputy, Assistant Headteacher or Head of School will start no lower than the Leadership Minimum.

Wider leadership posts will need to meet the basic criterion of 'leadership responsibilities across the whole school' to be paid on the leadership pay ranges.

The governing body will seek advice from the Trust, as appropriate, when determining leadership pay.

The governing body will record the rationale for leadership pay determinations and the reasons for any re-determination of pay.

The governing body has determined that the pay points set out in Appendix 1 will apply to all leadership posts within the school, subject to the individual Leadership Pay Range determined for each post per the Trust Executive Leadership pay policy.

The national pay award for teachers for 2023-24

For September 2023, an increase to all pay and allowance ranges and advisory points, with higher increases to some parts of the Main Pay Range to enable a minimum starting salary of £30,000 by September 2023.

23.1 Director, Executive Headteacher, Headteacher, Deputy Headteacher, Assistant Headteacher or Head of School - Pay on appointment, or following a significant change in responsibilities, or following an associated review of leadership pay

In accordance with the STPCD, the governing body will determine leadership pay on appointment and may re-determine leadership pay following any significant change in responsibilities. Where an appointment to the position of Headteacher is to be made, a joint appointment committee made up of representatives of the Trust Board and the governing body will determine the appropriate salary range to be advertised. A governing body in consultation with the Trust may also determine that it is necessary to review the pay of all leadership posts in its school(s) to maintain consistency either with pay arrangements for new appointments to the leadership group made on or after 1 September 2014, or with pay arrangements for members of the leadership group whose responsibilities have significantly changed after that date. The HR Committee of the Trust will regularly review Leadership pay across the Trust in order to ensure consistency and fairness and, if any inequalities are found, will liaise with the relevant governing body through the CEO to resolve any issue. Leadership pay in all schools will comply with the Trust Executive Pay Policy.

The governing body will assign the school to a Headteacher Group (see Appendix 1 and 4) by reference to the school's total unit score, calculated in accordance with the STPCD, before determining the Leadership Pay Range for the post.

When determining the Leadership Pay Range, the Trust/governing body will take into account:

- All the permanent responsibilities of the role, including any permanent responsibility as the Headteacher of more than one school.
- Any challenges that are specific to the role.
- All other relevant considerations, for example, any recruitment and retention difficulties, the requirement for a fixed-term appointment or candidate specific factors, including how well the appointee meets the requirements of the post and how much room is appropriate for progression for the individual.

When determining the Leadership Pay Range to advertise, the Trust/governing body may decide it necessary to advertise an extended pay range to ensure that a good pool of potential candidates is attracted. It will make clear in its information to applicants that a narrower Leadership Pay Range will be offered to the successful candidate, having considered candidate specific factors.

23.2 Serving Directors, Executive/Headteachers, Heads of School

The Trust and governing body will review the Directors, Executive/Headteachers, Head of School pay in accordance with the STPCD, the Trust's Appraisal policy and this policy, having regard to the most recent appraisal report and the recommendation on pay that it contains. It will award one point progression where there has been a sustained high quality of performance, with particular regard to leadership, management and pupil progress at the school. The Trust/governing body may consider awarding two point progression where performance is assessed as having significantly exceeded the sustained and high quality of performance that must be demonstrated for one point progression. This must be fully justified by the evidence and affordable within the school's pay budget.

All incremental pay decisions (i.e. no movement, one point, more than one point) will be clearly attributable to the performance of the postholder. The Trust/governing body will be able to justify its decisions.

The Trust and governing body may re-determine the pay range for a serving Directors, Executive/Headteacher and Heads of School in accordance with the above arrangements and the STPCD, as at 1 September or at any time if it considers it is necessary to reflect a significant change in the responsibilities of the post. The Trust should be consulted about any such proposal.

23.3 Temporary Payments to the Headteacher

An additional Temporary Payment (of up to 25% of annual salary) in accordance with the provisions of the STPCD will only be considered in very rare and exceptional circumstances for additional Headteacher responsibilities that are undertaken on a temporary basis, and which have not already been taken account of when setting base pay, for example, any temporary responsibility for additional schools. No additional payment will be considered for local collaboration as this forms part of the role of all Head Teachers. Further details can be sourced in STPCD Part 2 Section 10.

The Trust HR Committee will ensure that the total sum of salary and any other payments made to the Head Teacher in any school year does not exceed 25% above the maximum of the Headteacher group, excepting any additional payments made in respect of relocation benefits which relate solely to the personal circumstances of the Headteacher.

In wholly exceptional circumstances, the Trust HR Committee will consider using its discretion to exceed the normal limits on temporary payments and the sum of total salary, as set out in the STPCD. However, before agreeing to do so, it will seek the agreement of the Trust Board.

The Trust/governing body may appoint a Executive/Headteacher on a fixed-term contract where it determines that the circumstances of the school require it. In establishing such a contract, the relevant body will consider how reward should be structured and whether achievement of objectives should be assessed over a shorter or longer timescale than would normally be the case.

24 ACTING ALLOWANCES

The Trust/governing body may determine to pay an acting allowance in accordance with the STPCD to any teacher who is assigned and carries out the duties of Executive/Headteacher or Head of School. The governing body will, within a four week period of the commencement of acting duties, determine whether or not the acting postholder will be paid an allowance. In the event of a planned and prolonged absence, an acting allowance will be agreed in advance and paid from the first day of absence.

Any teacher who carries out the duties of a Executive/Headteacher or Head of School for a period of four weeks or more may be paid at an appropriate salary on the leadership pay range with payment backdated to the commencement of the duties. Where a pay range has been determined for the post for which an acting payment is being made, the 'appropriate salary' should not be lower than the minimum of that range.

25 OTHER TEACHERS

25.1 Pay on appointment (Unqualified, Main, Upper and Leading Practitioner pay ranges)

The governing body will determine the starting salary of any teaching post on the Unqualified, Main, Upper and Leading Practitioner pay ranges, having regard to:

- The requirements of the post;
- Any specialist knowledge required for the post;
- The experience required to undertake the specific duties of the post;
- The wider school and Trust context.

Whilst there is no assumption that a teacher will be paid at the same rate as they were being paid in a previous school, consideration will also be given to the successful candidate's current/previous salary, in the context of the above factors.

The Trust/governing body will, if necessary, use its discretion to award a recruitment incentive benefit to secure the candidate of its choice.

25.2 Supply Teachers

Supply teachers are not required to meet the criteria of teachers on the upper pay scale and, therefore should be paid up to a maximum of a rate equivalent to MP6 only. The rate of pay for a supply teacher will be negotiated on appointment depending on qualifications and experience.

25.3 Teachers Employed on a Short Notice Basis

Teachers who work on a day-to-day or other short notice basis will have their pay determined in accordance with the STPCD Part 6 Section 42.

25.4 Early Career Teachers (ECT)

With effect from September 2022 Early Career Teachers (ECT's) will require a two-year induction period. (ECT has replaced the term NQT). It is the responsibility of each school to have its own ECT Induction policy. Government guidance states that "during their two-year induction there will be no adverse impact upon ECT's pay or career progression opportunities. ECT's will still be able to progress on the pay scale as current arrangements allow both during and after induction".

Therefore, ECT's will be placed on MP1 at the beginning of their induction and move up the Main Pay scale accordingly.

25.5 Tutoring and TLR3

Main pay range teachers and upper pay range teachers can be awarded a fixed-term TLR3 to deliver school-led tutoring. Further details on TLR3 can be found in Paragraph 26. **This award would be pensionable in the TPS.**

26 PAY PROGRESSION FOR EXISTING MAIN PAY RANGE TEACHERS

For September 2023, an increase to all pay and allowance ranges and advisory points, with higher increases to some parts of the Main Pay Range to enable a minimum starting salary of £30,000 in September 2023. The pay scale for Main Pay Range teachers for 2023-24 in the Trust is:

Main Pay Range	Annual Salary 2022/23	Annual Salary 2023/2024
M1	£28,000	£30,000
M2	£29,800	£31,737
M3	£31,750	£33,814
M4	£33,850	£36,051
M5	£35,990	£38,330
M6	£38,810	£41,333

To move up the main pay range, one annual point at a time, teachers will need to have met their objectives, shown that they are competent in all elements of the Teachers' Standards and teaching should be 'good' overall (based on successful appraisal and meeting all professional Teachers' Standards:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/208682/TeachersStandards2013.pdf)

If the evidence shows that a teacher has performed exceptionally, including overall teaching being consistently outstanding, the governing body will consider the use of its flexibilities to award enhanced pay progression, up to the maximum of one additional point provided this is affordable in the overall pay budget.

Judgements will be properly rooted in evidence. As a teacher moves up the main pay range, this evidence should show:

- An increasing positive impact on pupil progress;
- An increasing impact on wider outcomes for pupils;
- Improvements in specific elements of practice identified to the teacher, e.g. behaviour management or lesson planning;
- An increasing contribution to the work of the school;
- An increasing impact on the effectiveness of staff and colleagues.

Further information, including sources of evidence is contained in the Trust's appraisal policy.

The governing body will be advised by the Executive/Headteacher in making all such decisions. Any increase (i.e. no movement, one point, more than one point) will be clearly attributable to the performance of the teacher in question. The pay committee will be able to justify its decisions.

27 APPLICATIONS TO BE PAID ON THE UPPER PAY RANGE

Any qualified teacher can apply to be paid on the Upper Pay Range. However, in order to be able to demonstrate that they meet the assessment criteria set out in the STPCD and Appendix 2 particularly around the teacher's achievements and contribution to the school being substantial and sustained, it is likely that applications will be submitted by teachers with a number of years of classroom teaching experience, typically a minimum of three years and often significantly more. It is the responsibility of the teacher to decide whether or not they wish/when to apply to be paid on the Upper Pay Range.

If a teacher is simultaneously employed at more than one school, s/he may submit separate applications if s/he wishes to apply to be paid on the UPR in both schools. One school will not be bound by any pay decision made by another school. Where a teacher makes an application to more than one school, governing bodies may consult each other if they so wish.

Applications will include the results of the two most recent appraisals in this school, including any recommendation on pay. Where such information is not applicable or available, e.g. those newer to teaching or returning from maternity or sickness absence, a written statement and summary of evidence designed to demonstrate that the applicant has met the assessment criteria must be submitted by the applicant.

In order for the assessment to be robust and transparent, it will be an evidence-based process only. Teachers therefore should ensure that they build a mainly paper evidence base to support their application. Those teachers who are not subject to Teachers' Induction procedures, or who have been absent, through sickness, disability or maternity, may cite written evidence from a 3-year period before the date of application in support of their application.

Process:

One application may be submitted annually (see application form in Appendix 2). The closing date for applications is normally 30 September each year; however, exceptions will be made in particular circumstances, e.g. those teachers who are on maternity/adoption/shared parental leave or who are currently on sick leave. The process for applications is:

- The teacher must complete the school's application form (Appendix 2);
- The teacher should submit the application form and supporting evidence to the Executive/Headteacher by the cut-off date of 30 September;
- The teacher will receive notification of the name of the assessor for their application within 5 working days;
- The assessor will assess the application, which will include a recommendation to the pay committee;
- The application, evidence and recommendation will be passed to the Executive/Headteacher for moderation purposes, if the Executive/Headteacher is not the assessor;
- The governing body will make the final decision, advised by the Executive/Headteacher;
- The teacher will receive written notification of the outcome of their application by 31 October.
- Where the application is unsuccessful, the written notification will include the areas where it was felt that the teacher's performance did not satisfy the relevant criteria set out in this policy (see 'Assessment' below). If requested, oral feedback which will be provided by the assessor. Oral feedback will be given within 10 school working days of the date of notification of the outcome of the application/request for feedback.
- Successful applicants will move to the minimum of the UPR on 1 September of the year in which the application was submitted;
- Unsuccessful applicants can appeal the decision. The appeals process is set out in Appendix 3.

Assessment:

The teacher will be required to meet the criteria set out in the STPCD, namely that:

- The teacher is highly competent in all elements of the relevant standards; and
- The teacher's achievements and contribution to the school are substantial and sustained.

In all schools in the Trust, this means:

“highly competent”: the teacher’s performance is assessed as having exceptional depth and breadth of knowledge, skill and understanding of the Teachers’ Standards in the particular role they are fulfilling and the context in which they are working.

“substantial”: the teacher’s achievements and contribution to the school are significant, not just in raising standards of teaching and learning in their own classroom, or with their own groups of children, but also in making a significant wider contribution to school improvement, which impacts on pupil progress and the effectiveness of staff and colleagues.

“sustained”: typically, the teacher will have had two consecutive successful appraisal reports in this school and will have met their objectives during this period (see exceptions, e.g. maternity/sick leave, in the introduction to this section). They will be expected to show that their teaching expertise has grown over the relevant period and is consistently good to outstanding.

Further information, including information on sources of evidence is contained within the Trust’s appraisal policy.

28 PAY PROGRESSION FOR EXISTING UPPER PAY RANGE TEACHERS

The pay scale for Upper Pay Range teachers in this Trust is:

Pay reference points	2023-24 rates
Minimum	£43,266
Reference point 2	£44,870
Maximum	£46,525

For September 2026, a 6.5% increase to all pay and allowance ranges and advisory points, was applied.

To move up the main pay range, one point biennially, upper pay range teachers will need to have had two successful performance reviews in which they have met their objectives, maintained the criteria set out in paragraph 27 (namely that the teacher is highly competent in all elements of the relevant standards; and that the teacher’s achievements and contribution to the school are substantial and sustained, as defined above) and teaching should be overall ‘good’ (based on successful appraisal and meeting all professional Teachers’ Standards) and increasingly ‘outstanding’.

Where it is clear from the evidence that the teacher’s performance has been exceptional in relation to the above criteria, teaching is consistently outstanding and the teacher has exceeded some or all of their objectives, the governing body may use its flexibility to decide on enhanced progression from the minimum to the maximum of Upper Pay Range subject to this being affordable within the pay budget.

The governing body will be advised by the Headteacher in making all such decisions. Any increase (i.e. no movement, one point, more than one point) will be clearly attributable to the performance of the teacher in question. The governing body will be able to justify its decisions.

29 LEADING PRACTITIONER ROLES

The governing body will take account of the STPCD as detailed in Part 3 Paragraph 16 when determining the role and pay range (including pay points) of any leading practitioner role in this school. Additional duties will be set out in the job description of any leading practitioner and will include:

- A leadership role in developing, implementing and evaluating policies and practices in the school that contribute to school improvement;
- The modelling and leading improvement of teaching skills within school;
- Improving the effectiveness of staff and colleagues, within school and other settings as appropriate, defined by the Head Teacher.

The Executive/Headteacher will agree appraisal objectives for any leading practitioner.

To move up the agreed leading practitioner pay range, one annual point at a time, as detailed in STPCD Part 3 Paragraph 16, the most recent appraisal should show that the leading practitioner:

- Has met their objectives;
- Is an exemplar of teaching skills, which should impact significantly on pupil progress, within school and within the wider school community, if relevant;
- Has made a substantial impact on the effectiveness of staff and colleagues, including any specific elements of practice that have been highlighted as in need of improvement;
- Is highly competent in all aspects of the Teachers' Standards;
- Has shown strong leadership in developing, implementing and evaluating policies and practice in their workplace that contribute to school and Trust improvement.

“Highly competent” and “substantial” are defined in the section entitled, “Applications to be paid on the Upper Pay Range”.

Where it is clear from the evidence that the teacher’s performance is exceptional, the governing body may award enhanced pay progression of one additional point.

The governing body will be advised by the Executive/Headteacher in making all such decisions. Any increase (i.e. no movement, one point, more than one point) will be clearly attributable to the performance of the teacher in question. The governing body will be able to justify its decisions.

30 PAY ON APPOINTMENT AND PROGRESSION FOR UNQUALIFIED TEACHERS

The pay scale for Unqualified Teachers in this school is:

Pay reference points	2023-24 rates
Minimum	£20,598
Reference point 2	£22,961
Reference point 3	£25,323
Reference point 4	£27,406
Reference point 5	£29,772
Maximum	£32,134

For September 2023, a 6.5% increase to all pay and allowance ranges and advisory points, was applied.

The Trust/governing body will pay any unqualified teacher in accordance this policy and the STPCD. The governing body will determine where a newly appointed unqualified teacher will enter the scale, having regard to any qualifications or experience s/he may have, which they consider to be of value. The governing body will also consider whether it wishes to pay an additional allowance, in accordance with the provisions of the STPCD.

To move up the unqualified pay range, one annual point at a time, unqualified teachers will need to have met their objectives and demonstrated:

- An improvement in teaching skills;
- An increasing positive impact on pupil progress;
- An increasing impact on wider outcomes for pupils;
- Improvements in specific elements of practice identified to the teacher;
- An increasing contribution to the work of the school;
- An increasing impact on the effectiveness of staff and colleagues.

If the evidence shows that an unqualified teacher has achieved exceptional performance, the pay committee may use its discretion to award enhanced pay progression of one additional point. Information on sources of evidence is contained within the Trust's appraisal policy.

The governing body will be advised by the Headteacher in making all such decisions. Any increase (i.e. no movement, one point, more than one point) will be clearly attributable to the performance of the teacher in question. The governing body will be able to justify its decisions.

31 TEACHING AND LEARNING RESPONSIBILITY (TLR) PAYMENTS

The Executive/Headteacher may award a TLR to a classroom teacher in accordance with this policy and the STPCD. A TLR 1 or 2 will be for clearly defined and sustained additional responsibility in the context of the school's staffing structure for the purpose of ensuring the continued delivery of high quality teaching and learning. All job descriptions will be regularly reviewed and will make clear, if applicable, the responsibility or package of responsibilities for which a TLR is awarded, taking into account the criteria and factors set out in the STPCD.

The pay committee may award a TLR3 of between £639 to £3169 for clearly time-limited school improvement projects, or one-off externally driven responsibilities as set out in and taking into account the criteria set out in the STPCD. The governing body will set out in writing to the teacher the duration of the fixed term, and the amount of the award, which will be paid in monthly instalments. No safeguarding will apply in relation to an award of a TLR3. In accordance with the STPCD, the governing body will not award consecutive TLR3 payments for the same responsibility.

[Proposed changes to the School Teachers Pay and Conditions Document for 2023/24](#) clarify that main pay range teachers and upper pay range teachers can be awarded a fixed-term TLR3 to deliver school-led tutoring

32 SPECIAL NEEDS ALLOWANCE

The Headteacher/governing body will award an SEN spot value allowance (FTE) on a range of £2539 and £5009 to any classroom teacher who makes a particular contribution to the teaching of pupils with special educational needs which is significantly greater than would normally be expected of a classroom teacher.

When deciding on the amount of the allowance to be paid, the governing body will take into account the structure of the school's SEN provision, whether any mandatory qualifications are required for the post, the qualifications or expertise of the teacher relevant to the post; and the relative demands of the post.

The Headteacher/governing body will, at its discretion, award a SEN allowance (FTE) of up to £5009 to teachers who have demonstrated an aptitude for teaching pupils with severe and profound and multiple difficulties, and taken on the full range of pastoral, organisational and curricular responsibilities necessary to provide effective education for these pupils. The award of this point will, therefore, rest on elements of skill and responsibility and will be pro-rata accordingly.

The following factors will be taken into account:

- Additional defined responsibility;
- An expectation of very significant experience appropriate to the school's intake;
- An appropriate special educational needs qualification e.g. Advance Diploma in Special Educational Needs.

The Headteacher/governing body will keep SEN allowances and associated responsibilities under regular review and ensure that any additional responsibilities are clearly specified in individual teacher's job descriptions, and are clear in the school's published staffing structure. Whilst the Headteacher/governing body may review SEN allowances at any time, normally, any review will be follow recommendations arising from the annual performance review meeting.

33 ADDITIONAL PAYMENTS

The Headteacher/governing body may make payments as they see fit to a teacher in respect of:

- Activities relating to the provision of initial teacher training as part of the ordinary conduct of the school;
- Participation in out-of-school hours learning activity agreed between the teacher and the Headteacher or, in the case of the Headteacher, between the Headteacher and the governing body;
- Participation in out-of-school hours CPD agreed between the teacher and the Headteacher;
- Additional responsibilities and activities due to, or in respect of, the provisions of services by the Headteacher relating to the raising of educational standards to one or more additional schools.

In accordance with the STPCD, no such payments will be made to the Headteacher.

The Headteacher/governing body will make additional payments to teachers in accordance with the STPCD where advised by the Headteacher (or ASST CEO in the case of the Headteacher). Payment will be as the Headteacher sees fit.

34 RECRUITMENT AND RETENTION INCENTIVE BENEFITS

The Headteacher/governing body can award lump sum payments, periodic payments, or provide other financial assistance, support or benefits for a recruitment or retention incentive for teaching staff subject to affordability.

The governing body will consider exercising its powers under the STPCD where they consider it is appropriate to do so in order to recruit or retain relevant staff. It will make clear at the outset, in writing, the expected duration of any such incentive or benefit, and the review date after which they may be withdrawn.

The Headteacher/governing body will, nevertheless, conduct an annual formal review of all such awards. The use of such awards will also be, from time to time, reviewed by the Trust HR Committee.

In the case of the Executive Headteacher, Headteacher, Deputy/Assistant Headteachers and Heads of School such payments will be limited to reasonably incurred housing/relocation costs where pay has been set under the STPCD (and has already been taken account of when determining base pay).

35 HONORARIA

The Headteacher/governing body will not pay any honoraria to any member of the teaching staff for carrying out their professional duties as a teacher, recognising that there is no provision within the STPCD for the payment of bonuses or honoraria in any circumstances.

36 APPLICATION OF NATIONAL PAY FRAMEWORK UPLIFT TO SALARIES AND ALLOWANCES – SEPTEMBER 2023

Where a postholder is on the minimum of their pay range and/or is in receipt of an allowance at the minimum level provided for within the STPCD, any agreed uplift to the national pay framework will be applied to their salary and/or allowance on 1 September 2023.

In all other cases, any agreed uplift to the national pay framework will **only** be applied on 1 September 2023 where the postholder's performance (as assessed in the annual review of performance) has met the criteria described earlier in this policy for pay progression. This requirement applies equally to any uplift to pay ranges and allowances in payment on 1 September 2023, where these are above the minimum level provided for within the STPCD.

37 ADDITIONAL OR SECOND JOB

Any employee having a second or additional job has a duty to inform their employer of this and the employee needs to be aware this may result in tax and/or pension implications.

38 ALL SAINTS SCHOOLS TRUST EXECUTIVE PAY

The Academies Trust Handbook 2023 sets out the following requirements in relation to executive pay:

“2.27. The board of trustees **must** ensure its decisions about levels of executive pay (including salary and any other benefits) follow a robust evidence-based process and are a reasonable and defensible reflection of the individual's role and responsibilities. No individual can be involved in deciding his or her own remuneration.”

“2.28 The board **must** discharge its responsibilities effectively, ensuring its approach to pay is transparent, proportionate and justifiable, including:

- an agreed process for determining executive pay,
- independent scrutiny by the board,
- robust decision-making,
- proportionality – that pay and benefits represent good value for money and are defensible relative to the public sector market,
- documented decision-making with rationale,
- a basic presumption that executive pay and benefits should not increase at a faster rate than that of teachers, in individual years and over the longer term,
- understanding that inappropriate pay and benefits can be challenged by ESFA, particularly in any instance of poor financial management of the trust.”

It is good practice to ensure that all executive pay decisions are made based on a consideration of relevant evidence. The board should determine the most appropriate data to support the decision making to include the following factors:

- How many schools are in the trust with how many pupils.
- How many sites are involved and what is the distance between sites.
- What is the total income of the Trust.
- How will the pay be amended if the trust grows.
- How many staff are employed and are directly managed by the Executive Officer.
- Benchmarking data from other Trusts of similar size.
- How will good academic and financial performance of the Trust's academies be rewarded.
- Reference to external independent support to assess Executive Officer performance.

APPENDIX 1 – PAY RANGES FOR SCHOOL LEADERS 2023-24

2023-24	England and Wales
Leadership Minimum¹	£47,185
Headteacher Group	
1 L6-L18	£53,380 – £71,019
2 L8-L21	£56,082 – £76,430
3 L11 – L24	£60,488 – £82,258
4 L14 – L27	£65,010 – £88,530
5 L18 – L31	£71,729 – £97,639
6 L21 – L35	£77,195 – £107,700
7 L24 – L39	£83,081 – £118,732
8 L28 – L43	£91,633 – £131,056
Headroom for Headteachers of multiple very large schools	

¹ Minimum for Deputy/Assistant Headteacher, Head of School only

APPENDIX 2 – APPLICATION TO BE PAID ON THE UPPER PAY RANGE

Having read paragraph 27 of this policy, please complete this form and return it to your Headteacher no later than 30th September, including written evidence to support your application.

Examples of evidence that you may wish to include are:

- Most recent appraisal report(s)
 - Classroom observations
 - Reviews of assessment results
 - Reviews of lesson planning records
 - Reviews of children's work
 - Internal tracking of pupil progress
 - Moderation within and across schools
 - Pupils' voice
 - Parents' voice
 - Subject leadership and evidence of impact
 - Evidence supporting progress against Teachers' Standards including self-assessment
 - Records of CPD and evidence of impact.
1. Progression to the Upper Pay Range (UPR) requires evidence that the applicant is a "highly competent" in all elements of the relevant standards.

Please outline how you meet these criteria, with reference to the Teachers' Standards (<https://www.gov.uk/government/publications/teachers-standards>), the Expectations for UPR Teachers (Appendix 3b) and the particular role that you are fulfilling/the context within which you are working:

2. Progression to the UPR requires evidence that the applicant's achievements and contribution to the school are "substantial".

Please outline how your contribution has raised standards of teaching and learning, not just in your own classroom but as a significant wider contribution to school improvement:
– this should show a clear impact on pupil progress across the school and on the effectiveness of colleagues.

3. Progression to the UPR requires evidence that the applicant's achievements and contribution to the school have been "sustained".

Please outline how your teaching expertise has grown over a sustained period of time and is consistently good/developing outstanding professional practice:

Please attach any other written evidence that you have collated to support your application.

Name:

Signed:

Date:

APPENDIX 2b – EXPECTATIONS FOR UPPER PAY RANGE TEACHERS

All teachers on Upper Pay Range (UPR) will be:

- Highly competent in all elements of the Teachers' Standards and
- Their achievements and contribution to the school will be **substantial and sustained**.

This following table provides an overview of what post threshold teachers should aspire to at each pay level and to achieve the next level.

	UPR 1	UPR 2	UPR 3
	Accepted professional	Established professional	Senior and leading professional
1	Performance Management objectives met each year.		Challenging Performance Management objectives met each year.
2	Consistently good teaching and developing outstanding professional practice.	Over a sustained period consistently good teaching and increasingly outstanding professional practice.	Over a sustained period consistently good teaching and regularly outstanding professional practice.
3	Many pupils will make good progress.	Some pupils will exceed good progress.	Over a sustained period, most pupils will exceed good progress.
4	Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice and providing advice and feedback, especially with those new to the profession.	Contribute to the professional development of colleagues across the school through coaching and mentoring, demonstrating effective practice and providing advice and feedback enabling teachers to improve their teaching practice.	Contribute to the professional development of colleagues across the school through coaching and mentoring, demonstrating effective practice, and providing advice and feedback; moving other teachers to Good or Outstanding teaching.
5	Demonstrate and model good practice within own classes for other members of staff.	Will demonstrate and model good practice for other members of staff and contribute to policy and practice which has improved teaching and learning across the school.	Will coach and mentor staff to excellence and/or lead on the development of policy and practice which will improve teaching and learning across the school.
6	Evaluate and develop the planning and delivery of the curriculum by contributing to schemes of work and developing resources.	Evaluate and develop the planning and delivery of the curriculum across the school; taking the lead on schemes of work and curriculum development.	
7	Will take an enthusiastic and proactive role in the school.		Will take an enthusiastic and proactive role within the school and with wider stakeholders.
8	Will regularly support activities.	Will lead activities.	Will create, develop and lead activities.

Introduction

As part of the overall appraisal process, a pay recommendation is made by the appraiser (normally the line manager) and discussed with the employee at their review meeting prior to being submitted to the school's governing body and/or the Trust.

At this particular stage of the pay determination process, if the employee wishes to better understand the rationale for the pay recommendation or bring any further evidence to the attention of the appraiser/reviewer, they should be given the opportunity to do so before the final pay recommendation is drafted in the appraisal report. The nature of any subsequent appraisal and pay discussion will be informal and therefore representation (on either side) is not necessary nor would it be appropriate. At the conclusion of any further discussion, the pay recommendation may be adjusted or it may remain the same; the appraisal report will be updated to reflect the discussion.

If the employee believes that the final pay recommendation/decision falls short of their expectations and they wish to seek a further review of the information that affects their pay, they may wish to formally appeal against the decision, utilising the formal Appeal Hearing Procedure. Appeal Hearings against pay decisions must satisfy the dispute resolution requirements of employment law (i.e. Part 4 of the Trade Union and Labour Relations (Consolidation) Act, 1992) and the ACAS Code of Practice. Employees have a statutory right to be accompanied at any stage of a Formal Pay Appeal hearing by a companion who may be either a work colleague or a trade union representative.

In the case of UPR application, the employee will be informed after assessment of the rating of their performance and the pay recommendation. It is a requirement that for a UPR application to be successful, a minimum of two successful performance review periods immediately prior to the UPR application must have been achieved. If your application for UPR is unsuccessful you have the right to appeal the decision.

The appeal process is as follows:

1. You must submit an appeal on writing to the Chair of the Governing Body at the earliest opportunity and normally within 10 school working days of the written decision of their pay determination or unsuccessful UPR application.
2. Written notification of the appeal should include a statement of the grounds of the appeal and sufficient details of the facts on which they will rely.
3. Your appeal will be heard within 20 school working days after the date on which the written appeal was received.
4. The appeal panel will consist of three governors who have not previously been involved in the pay determination process and are not employees of the school. The recommendation provider and decision maker will be required to attend the meeting.
5. The Chair of the Appeal Committee will invite the employee to set out their case. Both the recommendation provider and decision maker will also be asked to provide the rationale behind the original decision and the procedures observed in reaching their decision.
6. Following the appeal panel meeting you will be informed in writing of the outcome of the appeal.
7. The decision of the appeal committee is final.

There will be no entitlement to invoke the appeal procedure in relation to a pay decision if the teacher has left the employment of the school. Where an employee has, whilst employed at the school, lodged an appeal against a pay decision but has then subsequently left the school's employment before any appeal hearing is held, the following steps will be observed:

1. The employee must have set out details of their appeal in writing;
2. The employee must have sent a copy of their appeal to the Chair of the governing body;
3. The Chair of the governing body will consult with relevant school personnel and provide the employee with an appropriate written response on behalf of the school.

APPENDIX 4 – Executive Leadership Pay Rates April 2023-24

Executive Pay based on Headteacher Modified Grouping based on:

- pupil units (pupil numbers x 7),
- EHCP units (EHCP pupils x 3),
- number of schools factor (100 per school)

Modified total unit score	Group	Exec HT payscale	
Up to 1,000	1	L6-L18	£53,380 – £71,729
1,001 to 2,200	2	L8-L21	£56,082 – £77,195
2,201 to 3,500	3	L11-L24	£60,488 – £83,081
3,501 to 5,000	4	L14-L27	£65,010 – £89,414
5,001 to 7,500	5	L18-L31	£71,729 – £98,616
7,501 to 11,000	6	L21-L35	£77,195 – £108,776
11,001 to 17,000	7	L24-L39	£83,081-£119,921
17,002 and over	8	L28-L43	£91,633-£131,056

Head of School Pay based on pupil numbers:

Executive HT	Primary schools Positions	Group 1a (< 100 pupils)	Group 1b (> 100 pupils)	Group 2 (> 200 pupils)
P Parslow-Williams	Dennington Occold Benhall	L1-5 L1-5 L1-5		
D Jones	All Saints Laxfield Stradbroke Thorndon	L6-18 L2-6	L6-18 L2-6	
C Flatman	Great Whelnetham Hardwick Wortham	L1-5	L2-6	L3-7
M Taylor	Charsfield Fressingfield	L1-5	L2-6	
G Watts	St Peter & St Paul		L2-6	

APPENDIX 5 – 2023-24 TEACHERS PAY RATES

Teacher pay rates, all effective 01/09/2023:

Unqualified Teacher Pay Range	
Minimum	£20,598
Reference point 2	£22,961
Reference point 3	£25,323
Reference point 4	£27,406
Reference point 5	£29,772
Maximum	£32,134

Main Pay Range	
Minimum	£30,000
Reference point 2	£31,737
Reference point 3	£33,814
Reference point 4	£36,051
Reference point 5	£38,330
Maximum (Reference point 6)	£41,333

Upper Pay Range	
Minimum (statutory 2%)	£43,266
Reference point 2	£44,870
Maximum	£46,525

Leading Practitioner Pay Range	
Minimum (statutory 2%)	£45,859
Maximum	£69,716

Teaching and Learning Responsibility (TLR) 3	
Minimum	£639
Maximum	£3,169
Teaching and Learning Responsibility (TLR) 2	
Minimum	£3,214
Maximum	£7,847
Teaching and Learning Responsibility (TLR) 1	
Minimum	£9,272
Maximum	£15,690
Special Educational Needs Allowance (SEN)	
Minimum	£2,539
Maximum	£5,009

APPENDIX 5a – 2023-24 LEADERSHIP PAY RATES

Leadership Pay Grades	2023 - 2024
L1	£47,185
L2	£48,366
L3	£49,574
L4	£50,807
L5	£52,074
L6	£53,380
L7	£54,816
L8	£56,082
L9	£57,482
L10	£58,959
L11	£60,488
L12	£61,882
L13	£63,430
L14	£65,010
L15	£66,628
L16	£68,400
L17	£69,970
L18	£71,729
L19	£73,509
L20	£75,331
L21	£77,195
L22	£79,112
L23	£81,070
L24	£83,081
L25	£85,146
L26	£87,253
L27	£89,414
L28	£91,633
L29	£93,902
L30	£96,239
L31	£98,616

L32	£101,067
L33	£103,578
L34	£106,138
L35	£108,776
L36	£111,470

Single Status Salaries 2023/24 (Full Time Equivalents)

APPENDIX 6

Spinal Pt	April 2022	Hourly Rate	April 2023	Grades		Hourly Rate
1	20,258	10.50	22,183	Grade 1	Grade 2	11.50
2	20,442	10.60	22,367			11.59
3	20,812	10.79	22,737			11.79
4	21,189	10.98	23,114	Grade 3		11.98
5	21,575	11.18	23,500		12.18	
6	21,968	11.39	23,893			12.38
7	22,368	11.59	24,293			12.59
8	22,777	11.81	24,702			12.80
9	24,054	12.47	25,979		Grade 4	13.47
10	24,496	12.70	26,421	13.69		
11	25,409	13.17	27,334			14.17
12	25,878	13.41	27,803			14.41
13	26,845	13.91	28,770			14.91
14	27,852	14.44	29,777			15.43
15	29,439	15.26	31,364	Grade 5		16.26
16	30,152	15.63	32,077		16.63	
17	31,099	16.12	33,024			17.12
18	32,019	16.60	33,944			17.59
19	32,909	17.06	34,834			18.06
20	33,819	17.53	35,744			18.53
21	34,723	18.00	36,648			19.00
22	36,298	18.81	38,223		Grade 6	19.81
23	37,000	19.18	38,925	20.18		
24	38,083	19.74	40,008			20.74
25	39,153	20.29	41,078			21.29
26	40,232	20.85	42,157			21.85
27	42,380	21.97	44,305	Grade 7		22.96
28	43,455	22.52	45,380		23.52	
29	44,521	23.08	46,446			24.07
30	45,598	23.63	47,523			24.63
31	46,672	24.19	48,597			25.19
32	47,739	24.74	49,664			25.74
33	48,905	25.35	50,830			26.35
34	50,069	25.95	51,994			26.95
35	51,237	26.56	53,162			27.56
36	53,556	27.76	55,481		Grade 8	28.76
37	54,726	28.37	56,651	29.36		
38	55,889	28.97	57,814			29.97
39	57,050	29.57	58,975			30.57
40	58,211	30.17	60,136			31.17
41	59,364	30.77	61,289			31.77
42	60,533	31.38	62,458			32.37
43	61,699	31.98	63,624			32.98

44	62,860	32.58	64,785			33.58
45	65,191	33.79	67,116			34.79