

Remuneration Policy for Trust Principal and Directors of Primary and Secondary

Equalities Statement

Over recent years, schools and academies have (in line with other institutions and public bodies) been working towards an improved understanding of the diverse nature of their communities. Much of the work is in response to new legislation that places an increased duty on schools, academies and other settings to tackle radicalisation and to establish a positive ethos of British Values. Legislation requires schools and academies both to eliminate direct or indirect discrimination, victimisation or harassment and to promote equalities for students, staff and others who use their facilities.

In our Trust we work to ensure that there is equality of opportunity for all members of our community who hold a range of protected characteristics as defined by the Equality Act 2010, as well as having regard to other factors which have the potential to cause inequality, such as, socio-economic factors.

Document Management

Date Approved: 21 September 2016

Next review date:

Approved by: Performance Management and Salaries Committee

Salary for Trust Principal and Directors of Primary and Secondary operate outside of the parameters of STPCD.

The salary range for the Director of Primary is between Pt 1 and Pt 5.

The salary range for the Director of Secondary is between Pt 16 and Pt 22

The salary range for the Trust Principal is between Pt 23 and Pt 27.

The value of points within the scale are shown at **Appendix 1**.

Appointment to the above posts will be at the discretion of the Directors' Performance and Salaries Committee, but will usually be at the bottom of the relevant range and progression will be determined upon performance.

On an annual basis the Directors' Performance and Salaries Committee will meet to consider performance against targets. Where performance against targets is considered to be good an increment will be awarded. The assessment and determination will be made by 31 December annually as per the Trust Teachers Pay Policy. If performance against targets is particularly strong taking all available factors into account, the Directors' Performance and Salaries Committee may consider awarding a bonus payment which is non pensionable. The level of bonus awarded would be at 2.5%, 5%, 7.5% or 10% of basic salary subject to performance.

The Trust will provide the Trust Principal and Directors of Primary and Secondary with an appropriate means of transport which will be available for Trust and private usage subject to reimbursement back to the Trust for private mileage.

Agreed by the Performance Management and Salaries Committee 21st September 2016.

Appendix 1

This scale will increase by the value of the standard increase for teachers as awarded annually by the STPCD.

	2016	2017
Pt 1	£105,000	£106,050
Pt 2	£107,500	£108,575
Pt 3	£110,000	£111,100
Pt 4	£112,500	£113,625
Pt 5	£115,000	£116,150
Pt 6	£117,500	£118,675
Pt 7	£120,000	£121,200
Pt 8	£122,500	£123,725
Pt 9	£125,000	£126,250
Pt 10	£127,500	£128,775
Pt 11	£130,000	£131,300
Pt 12	£132,500	£133,825
Pt 13	£135,000	£136,350
Pt 14	£137,500	£138,875
Pt 15	£140,000	£141,400
Pt 16	£142,500	£143,925
Pt 17	£145,000	£146,450
Pt 18	£147,500	£148,975
Pt 19	£150,000	£151,500
Pt 20	£152,250	£153,773
Pt 21	£155,000	£156,550
Pt 22	£157,500	£159,075
Pt 23	£160,000	£161,600
Pt 24	£162,500	£164,125
Pt 25	£165,000	£166,650
Pt 26	£167,500	£169,175
Pt 27	£170,000	£171,700