

SOMERVALE SCHOOL PAY POLICY 2008/9

Contents

1. General Principles
2. Operation and Review
3. Appeals against Pay Determinations
4. Determination of Salary for Qualified Teaching Staff
5. Mandatory Experience
6. Discretionary Experience
7. Safeguarded Management Allowances
8. Teaching and Learning Responsibility Payments (TLR's)
9. Recruitment and Retention Allowances
10. Special Needs Allowance
11. Performance Threshold Applications
12. Progression on the Upper Pay Spine
13. Headteacher Salary
14. Deputy Headteacher Salary
15. Assistant Head Teacher Salary
16. Excellent Teacher Scheme
17. Part-time teachers
18. Unqualified Teachers
19. Supply Teachers
20. Advanced Skills Teachers
21. Payment for Out of Hours Learning Activities
22. Initial Teacher Training Activity
23. Payment for Continuing Professional Development
24. School Support Staff

APPENDICES

Appendix 1: Staffing structure at Somervale School

Appendix 2: Post Threshold Performance

1. General Principles

- 1.1 This document has been adopted by the Governing Body,
- 1.2 It is mandatory that the Governing Body has a Pay Policy and this will be reviewed annually to ensure it is up to date with any legal changes. **EITHER** This pay policy is in accordance with the Model Pay Policy provided by the Authority.
- 1.3 The policy is linked to the School's performance management system and in accordance with the School Teachers' Pay and Conditions Document there are close links between performance management arrangements and pay decisions (except in respect of unqualified teachers and the annual increment for main scale teachers).
- 1.4 Under the Freedom of Information Act 2000, the Governing Body will publish their pay policy through their scheme of publication and it will be made available on demand. This pay policy will be available **on the school's website** for staff to consult at any time.
- 1.5 The Governing Body considers and approves the overall pay structure and salaries for all staff in accordance with the provisions of the School Teachers' Pay and Conditions Document and the requirements of the relevant national and Local Authority (LA) Pay and Conditions of Service for support staff.
- 1.6 In exercising its responsibility for salary decisions the Governing Body will have regard to the following key principles: -
 - All decisions on pay and salary will be made in the context of this single published pay policy, which is available to all staff and governors.
 - Pay decisions will be applied in as fair, consistent and objective a manner as possible against stated criteria. There should be equality of opportunity for all staff and the Governors acknowledge the requirements of equal value legislation.
 - The Governing Body will aim to maintain and improve the quality of education for pupils in the school by promoting a pay policy which supports the school's aims and development /improvement plan.
 - The Governing Body has a proposed staffing structure for the school, setting out the posts, areas of responsibilities and associated pay for all staff within the School and this has been in place since 1st September 2008. This structure has been agreed by Governors following consultation with staff and unions and is attached as an appendix to this policy.
 - Every post in the school has a job description setting out the duties and responsibilities specific to the post. The job descriptions are

subject to periodic review and any changes to those duties and responsibilities will be subject to consultation with the postholder. Prior to any post being filled, the person specification and job description will be made available to all applicants.

2. Operation and Review

- 2.1 The full Governing Body is responsible for the adoption of the pay policy and approves any amendments resulting from the annual review of their policy. The Governing Body will delegate the responsibility for implementing the pay policy to a committee or panel of governors. It is important that the task of individual salary assessment is delegated in order for any appeal to be heard by an appeals panel.
- 2.2 Governors will observe the requirements of the school budget in respect of staff pay and will treat as confidential information about individual earnings.
- 2.3 Equal Pay, equal value and other elements of employment law provide the legislative framework within which a governing body can operate the discretions available to it in relation to pay. Advice to governors on the application of pay discretions within that framework is available from the Children's Service HR Team.
- 2.4 Governors will determine the salary range and, if relevant, the responsibility value of any vacancy prior to advertisement.
- 2.5 Governors will undertake an annual review of the salaries of all teaching staff each year, generally in the summer terms, to apply from 1 September each year. (This is separate from the annual pay award to teachers' salary scales determined by the Secretary of State.) All teaching staff will, following each annual review, be given a formal written statement showing what their salary is, and identifying the elements within it.
- 2.6 Any member of staff has a right to make representations to the Pay Committee/panel regarding their salary determination. In the event that any concern is not resolved there shall be a right of appeal to a panel of governors not previously involved in the decision. The findings of this panel shall be final.
- 2.7 The Pay Committee/panel will, from time to time, recommend changes or modifications to the Governing Body's Pay Policy in the light of a) changes in pay and conditions of service legislation b) experience in applying the pay policy. Arrangements will be made to consult staff and their representatives prior to any discretionary changes being adopted by the Governing Body.
Advice will be sought from Children's Services HR at all times.

3. Appeals against Pay Determinations

- 3.1 Teaching and support staff have the right to appeal against pay decisions and if doing so an individual should put their appeal in writing, setting out the grounds of the appeal, within ten working days of receiving notification of the pay determination.

- 3.2 This appeal procedure should also be used for any appeal arising out of the teacher's performance review procedure.
- 3.3 Appeal hearings will normally be convened within 20 working days of receipt of a written appeal notification.
- 3.4 A member of staff does of course have the right to be accompanied in an appeal hearing by a union representative or workplace colleague.
- 3.5 The appeal panel should consist of at least 3 governors who have not been involved in any previous action or decision connected with the specific case. If there are insufficient numbers then the decision could be delegated to two governors.
- 3.6 Once the governors have reached a conclusion they will wherever possible announce this orally in the presence of all parties together with reasons. In any case this must be put into writing and sent to both sides at the earliest opportunity and in any event within 5 working days of making that decision.
- 3.7 Where an appeal is rejected the decision should also communicate the evidence considered and the reasons for the decision.
- 3.8 Pay appeals decisions are final and binding on both parties and may not be reopened under grievance procedures. The grievance procedure will not be used for appeals against pay decisions.
- 3.9 This information should be read alongside Guidelines for the Conduct of Hearings and Appeals, which is found in the Personnel Procedures and Guidelines for Schools.

TEACHING STAFF

4. Determination of Salary for Qualified Teaching Staff (Other than Head and Deputy Head(s) and Assistant Heads.)

4.1 All qualified teachers will be paid at a point on the appropriate pay spine in accordance with the current School Teachers' Pay and Conditions Document. The mandatory elements of Pay and Conditions within that Document cannot be changed by Governors.

4.2 In determining the salary of qualified teachers the headings to be considered are: -

Experience
Teaching and Learning Responsibilities
Recruitment and Retention Allowances
Special Educational Needs Allowances

EXPERIENCE

5. Mandatory Experience

5.1 Teaching service in maintained and Ministry of Defence schools will be recognised for salary points as required by the Pay and Conditions Document providing a teacher has worked an aggregate 26 weeks during the relevant academic year. In the case of a teacher trained in another European Union Country periods of employment, as a teacher, within that area will count towards teaching experience.

6. Discretionary Experience

6.1 For experience other than classroom teacher (paid or unpaid after the age of 18) 1 or more salary points will be awarded. The actual number of salary points awarded will depend upon the relevance of the experience gained to the particular post having regard to teaching skills, subject knowledge or management considerations. Governors will award a maximum of 2 points under this discretion in accordance with LA advice.

6.2 Teaching service in independent schools or overseas may be recognised for discretionary experience points in accordance with that service. This should only be if the governors are satisfied that the status of the establishment is equivalent to the maintained schools sector.

6.3 Governors may award one additional experience point where the teacher's performance in the previous school year was judged to be excellent, through performance review, having regard to all aspects of his or her professional duties but in particular classroom teaching. To ensure consistency the Governors have determined the following criteria for exercising this discretion:

NOTE

The discretion to withhold an incremental salary point due to unsatisfactory service will only be considered if the teacher has been notified in writing, within the **managing performance** procedure, that their performance is not satisfactory before the end of the relevant School year.

Where a teacher has been absent from school in respect of maternity leave, parental leave or sickness then the period of absence shall count towards the period of Service of at least 26 weeks. Where a teacher is absent for any other reason e.g. unpaid leave of absence then the Governors may determine whether that period of absence shall count, but the teacher should be advised of this in advance.

7. Management Allowances

- 7.1 Existing Management allowances have been safeguarded during a transitional period since 1 January 2006. The maximum period of this safeguarding ends on 31 December 2008 and there will no longer be any protected management allowances at this school from that date.

8. Teaching and Learning Responsibility Payments (TLR's)

- 8.1 The Governors have determined to award TLR's in accordance with the attached staffing structure.
- 8.2 TLR's will be introduced in this School as set out in the attached implementation plan.
- 8.3 The value of TLR's to be awarded are set out as below (delete if not appropriate):

The TLR points and values that this School has agreed to use are as follows:

1A £6,996
1B £8,611

2A £2,422
2B £4,037
2C £5,920

- 8.4 TLR's will only be awarded in the context of the school's staffing structure and pay policy and they will be made available in accordance with the criterion and factors for the award of TLR's as laid down in the School Teachers' Pay and Conditions Document.

9. Recruitment and Retention Allowances

Delete as appropriate:

- 9.1 The Governing Body will pay recruitment awards for a maximum of no more than 3 years in the following circumstances:

To recruit or retain staff who have expertise which the school anticipates significant difficulty finding or replacing staff and where students best interests may be at risk.

Details of payments are set out in the box below.

- 9.2 The Governing Body will review the level of payments annually.

Governors may award recruitment and retention allowances of £1000, £2000, £3000 or £4000. These will be paid at the end of one or two year's service or amortised monthly (to be decided by the headteacher at the point when the offer of an allowance is made) provided that the teacher achieves all their performance management objectives.

Where a teacher is given an incentive or benefit written notification given at the time of the award will state:

- whether the award is for recruitment or retention;
- the nature of the award (cash sums, travel or housing costs etc.);
- when/how it will be paid (as applicable);
- unless it is a 'one-off' award, the start date and duration of the incentive (taking into account that the maximum of any one award is three years);
- the basis for any uplifts which will be applied (as applicable).

10. Special Needs Allowance

10.1 Somervale School does not employ any teachers who fits the criteria for SEN allowances. The SENCO is paid through the TLR structure.

11. Performance Threshold Applications

- 11.1 The receipt and assessment of a threshold application will be delegated to the headteacher by governors in accordance with the Pay and Conditions Document. The Head will handle all practical application of the process.
- 11.2 Threshold assessment is a voluntary process. A teacher can make an application for threshold when, or at any time after, he or she has been placed on point M6 of the main pay scale
- 11.3 The application shall contain a summary of the evidence the teacher wishes to rely on in order to demonstrate that his performance has met the threshold standards throughout the relevant period of not less than two and not more than three years of employment leading up to and ending at the date of their

application (except in circumstances set out in the School Teachers' Pay and Conditions Document.

- 11.4 The Headteacher will determine whether the applicant has or has not met the performance threshold standards throughout the relevant period and will promptly notify teachers of the outcome of the assessment and in all cases no later than 20 working days of informing the relevant body of the decision. The teacher should have their original assessed application returned to them showing the comments of the headteacher.
- 11.5 The teacher should receive oral feedback from the head on each standard and the reasons for the outcome of their application. They should receive advice on aspects of performance that would benefit from further development.
- 11.6 The Head will promptly notify the committee of his/her decision on the application and the governors on receiving notification of a successful threshold application is under a duty to move the teacher concerned to U1.
- 11.7 In the case of an unsuccessful applicant, the head will give written feedback on the reasons for the outcome of the application, standard by standard, including those where the standards have been met, within 20 working days of informing the committed of his/her decision.
- 11.8 Paragraphs 3.1 to 3.9 of this policy set out appeal arrangements against pay decisions.
- 11.9 The Governors must also move onto the upper pay scale a classroom teacher who meets the criteria in the School Teachers' Pay and Conditions Document.
- 11.10 Where a teacher first becomes entitled to be paid as a post-threshold teacher, the Governing Body shall determine that s/he shall be paid on scale point 1 on the pay scale.

N.B. From 1 September 2009 (Round 10) the regulations change and we will use the outcomes of the last two performance reviews to assess whether a teacher meets the post-threshold standards. At this point a teacher will no longer need to provide separate evidence in support of a threshold application. Reviewers at this school are aware that they will need to ensure that for teachers intending to apply for threshold progression from 1 September 2009, objectives show that the teacher meets the professional standards expected for a post threshold teacher.

12. Progression on the Upper Pay Spine

- 12.1 Progression on UPS will be based on two successful consecutive performance management reviews, other than under the exceptional circumstances, **such as maternity leave**, as provided for in the Document.
- 12.2 The Education (School Teacher Performance Management) (England) Regulations 2006 came in force from 1st September 2007 and these affect pay decisions implemented after 31st August 2008.
- 12.3 From 1 September 2008 the governors must be satisfied that the teacher's achievements and contribution to the school, or to the school or schools in

which s/he previously worked have been substantial and sustained, having regard to the results of the two most recent appraisals or reviews. The governors shall have regard to any recommendation on pay progression recorded in the teacher's most recent planning and review statement. Therefore the reviewer, who might not be Head, will be responsible for making the recommendation to governors.

Leadership Group.

13. Head Teacher.

- 13.1 A headteacher will be paid salary based upon the leadership group pay spine.
- 13.2 The Governing Body will determine an Individual School Range (ISR) for the Headteacher which will consist of 7 points within the appropriate range of salaries and the Head will be paid on a point within this range.
- 13.3 The salary range will be determined in accordance with the School Teachers' Pay and Conditions Document, with reference to the relevant school grouping and unit total, which is, based upon the most recent return of the DfES Annual School Census. The Governing Body will not pay a salary outside the range for the group.
- 13.4 The Headteacher must demonstrate sustained high quality of performance with particular regard to leadership, management and pupil progress at the school and will be subject to a review of performance against performance objectives before any performance points within the ISR will be awarded. The clarification of the application of the criteria for Leadership Group progression will be taken fully into account.
- 13.5 The governing body will consider movement by more than one point in the following circumstances: if exceptional performance, or other appropriate circumstances, can be demonstrated to the satisfaction of the Pay committee, then such a payment would be at their discretion.
- 13.6 In accordance with the Pay and Conditions Document a newly appointed Headteacher will not be paid at a point exceeding the third point above the minimum of ISR.
- 13.7 If the school needs to appoint a new Head, the Governors will review the ISR taking account of the size and circumstances of the school. The Governors may also review the ISR at other times in accordance with the School Teachers'. The Governors will formally record its decision on the school's ISR, together with the rationale for the decision.
- 13.8 The appropriate grouping will be reviewed when a Head Teacher vacancy arises and in any event (at least) triennially and as otherwise required by the Pay and Conditions document. Any salary adjustments arising from a change in the Group size will be considered accordingly, having regard to any established trend in pupil numbers at the school.

14. Deputy Headteachers

- 14.1 The governors will set a five-point range on the leadership group spine in the gap between the salary of the highest paid classroom teacher and the bottom of the Headteacher's ISR. The bottom of the deputy's range should be at least one point above the bottom of the range of any assistant head. The range will be set at a higher or lower level within the gap to reflect job responsibilities.
- 14.2 A newly appointed Deputy will not be paid at a point exceeding the second point above the minimum of his deputy range.
- 14.3 Deputies must demonstrate sustained high quality of performance with particular regard to leadership, management and pupil progress at the school and will be subject to a review of performance against performance objectives before any performance points will be awarded. The clarification of the application of the criteria for Leadership Group progression will be taken fully into account.
- 14.4 The governing body will consider movement by more than one point in the following circumstances: if exceptional performance, or other appropriate circumstances, can be demonstrated to the satisfaction of the Pay sub committee, then such a payment would be at their discretion.

15. Assistant Head Teachers

- 15.1 The Governing body will set a five-point range on the leadership group spine in the gap between the salary of the highest paid classroom teacher and the bottom of the Headteacher's ISR. If there are deputies at the school, the assistant Head's range will start at least one point below the bottom of the range of the lowest paid deputy.
- 15.2 A newly appointed Assistant Head will not be paid at a point exceeding the second point above the minimum of his range.
- 15.3 Assistant Heads must demonstrate sustained high quality of performance with particular regard to leadership, management and pupil progress at the school and will be subject to a review of performance against performance objectives before any performance points will be awarded. The clarification of the application of the criteria for Leadership Group progression will be taken fully into account.
- 15.4 The governing body will consider movement by more than one point in the following circumstances: if exceptional performance, or other appropriate circumstances, can be demonstrated to the satisfaction of the Pay sub committee, then such a payment would be at their discretion.

NOTE

For the purpose of leadership pay, the School Teachers Pay and Conditions Document advises that the highest paid classroom teacher's salary is the sum of point 1 on the upper pay scale and the value of any management allowance or TLR and special needs allowances held by that teacher. The Governors may however choose to improve on using point 1 of the pay scale if teachers in the school have progressed to point 2 or 3 within the School to ensure a more realistic differential.

The Leadership Group Structure in this School

- ❖ Group Size of the School 5
- ❖ Number on Role 618
- ❖ Key Stage 3 = 282
- ❖ Key Stage 4 = 241
- ❖ Key Stage 5 = 95
- ❖ Unit Total = 7100 School Group = 5
- ❖ Headteacher's ISR = Points 23 to 29
- ❖ Deputies' ISR = Points 14 to 18
- ❖ Assistant Heads' ISR = Points 10 to 14

- ❖ There is currently one deputy head post and one Assistant Headteacher post at Somervale School:
 - Deputy Head for Curriculum and Teaching & Learning
 - Assistant Head for Motivation & Attitudes

- ❖ Factors considered in determining these particular ISR's are as follows:-
 - Level of responsibility
 - Differential with next highest paid teachers' salaries
 - Newly appointed staff are placed on the level as best fits their prior experience

16. Excellent Teacher Scheme

- 16.1 The Governing Body will not employ teachers under the excellent teacher scheme.

17. Part-time Teachers

- 17.1 The salary and allowances, if any, of any person appointed as a part-time teacher will be determined in accordance with the pro rata principle as set out in the School Teachers Pay and Conditions Document.

18. Unqualified Teachers

- 18.1 Unqualified teachers will only be engaged if it has not been possible to recruit a properly qualified teacher. Advice will be sought from Children's Services HR.

- 18.2 Any unqualified teacher will be paid on the six point scale for unqualified teachers in accordance with the School Teachers' Pay and Conditions Document.
- 18.3 Determination of salary point and any appropriate allowance will be in accordance with the School Teachers Pay and Conditions Document.

19. Supply Teachers

- 19.1 Supply Teachers will be paid in accordance with the provisions of the Schoolteachers' Pay and Conditions document. If working for a full day and expected to undertake planning, preparation and marking etc then there is an expectation that the teacher is paid for 6.5 hours.

20. Advanced Skills Teachers

- 20.1 The Governing Body will not employ Advanced Skills teachers.

21. Payment for Out of Hours Learning Activities

- 21.1 Teachers (including the Head) who agree to provide learning activities outside of the normal school hours and whose salary range does not take account of such activity will be entitled to a payment.
- 21.2 This will be paid on the basis of a daily rate for each teacher based on 1/195th of their particular salary position on the pay spine. This payment is in addition to their annual salary.
- 21.3 Activities that will attract payment include [insert areas here].

22. Initial Teacher Training Activity

NOTE

Teachers undertaking initial teacher training activities do so on a voluntary basis only

- 22.1 The Governors will not consider making additional payments to teachers, **including headteachers**, who undertake school based ITT as part of their normal teaching job.

23. Payment for Continuing Professional Development

- 23.1 Teachers (including the Head) undertaking Continuing Professional Development (CPD) at weekends or during school holidays will do so on a voluntary basis only.
- 23.2 The Governing Body may make payment to teachers **including headteachers** only where such training takes place outside directed time. Payment will be made on the basis of a daily rate for each teacher based on 1/195th of their particular salary position on the classroom teachers' pay spine or leadership pay spine. This payment is in addition to their annual salary.

SCHOOL SUPPORT STAFF

- 24.1 The Governors will, in accordance with the Staffing Regulations consult, with the LA prior to taking any action to fill a support staff position.
- 24.2 The Governors will select a grade for the vacant post from the LA's grading structure depending on the requirement of the job description and in the light of grading advice from the LA.
- 24.3 Grade and salary will be set in accordance with the requirements and provisions of the national agreement on pay and conditions of services for Local Authority employees as applied by the Council. The grading structure and conditions of service for support staff are as set out in the appropriate sections of the Schools' Personnel Manual.
- 24.4 Where a salary range applies the starting salary will normally be the minimum for the grade. Where an applicant is appointed to a post with a higher maximum salary they will receive the minimum of the new grade or a starting salary one increment higher than their current salary, subject to the maximum of the grade.
- 24.5 There will be an annual review of salary and, subject to the maximum of the scale or any other mandatory requirements; an annual service increment will be awarded unless the service is deemed to be unsatisfactory. An increment will only be withheld if appropriate formal action has been taken to address the problem.
- 24.6 The Governors will have a performance review process in place for support staff.

Out of School Hours Learning Activity (e.g. homework clubs and summer schools)

- 24.7 The Governing Body will make any payments to support staff for such activities as Summer Schools in accordance with the Council's grading structure and conditions of service.

Pay Safeguarding

- 24.8 Pay safeguarding protection will be applied as appropriate and in accordance with the Council's Scheme for support staff.

If you have any queries about this model pay policy please contact

Hester Edmond, Senior HR Consultant/LA Remodelling Adviser
Education Personnel
Bath & North East Somerset Council
hester_edmond@bathnes.gov.uk
Tel: 01225 394490

APPENDICES

Appendix 1: Staffing structure at Somervale School

Teaching staff

Team	Post	Pay (ISR or TLR)
Leadership Team	Headteacher	ISR 23-29
	Deputy head	ISR 14-18
	Assistant head	ISR 10-14
Pastoral team	Head of College i/c primary liaison and deputy to assistant head	1B
	Head of College (2)	1A
	Head of Sixth Form & IAG	1A
	Inclusion team leader	1B
Achievement team leaders & heads of subject	English & Creative Arts	1B
	Specialist Arts Coordinator	1B
	Maths & Global Enterprise	1B
	Science & Sport	1A
	Humanities	1A
	Design & Innovation	1A
	Media	2B
	Languages	2B
	PE	2B
	School Sports Coordinator	2A
	Second in Humanities	2B
	ICT	2B
	Curriculum Enrichment Group	2A

Support staff

Team	Post	Pay (point)
Pastoral	Assistant Heads of College	Grade O SCP 17 to 19
	Class supervisors	Grade O SCP 17 to 19
	SMSAs	SCP 7 & SCP 12
	Inclusion Manager	Grade M SCP 25 to 28
	Asst inclusion manager	Grade O SCP 17 to 19
	School nurse	Grade M SCP 25 to 28
TAs	As per needs of students	Range from SCP 11 to 19
Technicians	Science and technician team leader	Grade N SCP 21 to 24
	Reprographics	Grade P SCP 14 to 16
	Electrical & ICT	Grade O SCP 17 to 19
	Art	Grade P SCP 14 to 16
	Librarian	Grade O SCP 17 to 19
	D&T	Grade P SCP 14 to 16
	Science	Grade P SCP 14 to 16
	Creative & media arts	Grade O SCP 17 to 19
	ICT	Grade N SCP 21 to 24
Exams and data	Exams and cover officer	Grade M SCP 25 to 28
	Data manager	Grade P SCP 14 to 16
Finance & Administration	Business manager	Grade I SCP 42 to 45
	Head's PA	Grade N SCP 21 to 24
	Finance manager	Grade L SCP 29 to 32
	Office staff	Range from SCP 13 to 19
Site team	Site team members	Range from SCP 5 to 19

Appendix 2: Post Threshold Performance

1. In the case of post-threshold teachers, the governing body will expect the head teacher to verify that those who have crossed the threshold have maintained those achievements and should therefore be regarded as having met the criteria of 'substantial and sustained' performance. The post threshold teacher should have made good progress towards the achievement of their performance objectives and any developmental suggestions made on the threshold application form.
2. All eligible teachers will be considered for upper pay spine progression as part of the Headteacher's annual review of pay progression. Post threshold teachers may choose to draw to the attention of the head teacher their achievements in relation to performance management objectives, as well as any professional development activities in which they have participated. This will not be counted against teachers if they choose not to do this. In seeking to verify whether post-threshold teachers have maintained their threshold standards the head teacher may ask teachers to provide evidence to supplement information already held or available in school.
3. The Head teacher will make recommendations for Post Threshold pay-spine progression to the Pay Committee once satisfied that a performance review has been carried out in accordance with the school's performance management policy, annually in the Autumn Term. The Post Threshold award will be backdated to 1st September.
4. Teachers have the right to have a decision against progression reviewed and to lodge an appeal, as described in the school's main pay policy.
5. With regard to eligible post threshold teachers who are new to the school, the governing body will treat each case on its merits. In accordance with DfES Guidance 2002, the Headteacher will be asked to consider any performance information supplied by the teacher and any evidence supplied by the teacher's previous school. If the Headteacher recommends or the pay committee determines that the teacher should not be moved to UPS with effect from 1st September of the relevant year, the teacher's position will be reconsidered annually in the light of his/her performance since joining the school.

This appendix will be reviewed by the governing body annually.