

SUPPORT STAFF PAY POLICY & PROCEDURE

Version	6.0
Name of policy writer	T Nash
Last reviewed	February 2023
Date of next review	April 2025
Approved by Trustees	8 th October 2024

Schedule of amendments:

Version 1	original version
Version 2	annual amendment to pay scales
Version 3	annual amendment to pay scales
Version 4	annual amendment to pay scales
Version 5	miscellaneous payments
Version 6	addition of point 14.3 and 15.4

1. Introduction

- 1.1 The Board of Directors of SHARE MAT have adopted the policy set out in this document to provide a clear framework for the exercise of its powers and discretions in relation to all employees employed in the MAT.
- 1.2 SHARE MAT is committed to taking all relevant decisions in accordance with the principles of public life as listed in Department for Education guidance (namely objectivity, openness and accountability) and believes that this pay policy will help to recruit, retain and motivate employees, will provide the basis for sound financial and personnel planning and will minimise the risk of grievance and discrimination.
- 1.3 SHARE MAT through the mechanisms outlined in both this policy, the Scheme of Delegation and the MAT's Job Evaluation Scheme, aims to ensure that all decisions taken on pay and remuneration are justifiable and fair.
- 1.4 Decisions relating to support staff's pay progression will at all times be made and evidenced with specific reference to achievement against performance objectives and assessment of overall performance by the appraising manager as required and set out by the MATs appraisal policy. Quality assurance processes fundamentally sit within the Appraisal Policy before any pay decisions related to performance are made.
- 1.5 With reference to all posts, appraisal reviews will be deemed to be successful unless significant concerns about the standards of performance have been raised and in writing with the employee during the annual appraisal cycle and, by the conclusion of that process, have not been successfully addressed through support provided by the academy.
- 1.6 The evidence used will be that available through the appraisal process only. Fairness will be assured by annual monitoring of the application of both the appraisal and pay policy and pay decisions will be moderated as outlined in the appraisal policy to ensure consistency.
- 1.7 All pay determinations will be quality assured in a systematic manner and annual pay progression reports at academy level will be provided to Local Governing Bodies for information and to the Board as required.
- 1.8 All arrangements in relation to pay determination will comply fully with data protection requirements.

2. Purpose and scope

- 2.1 The policy aims to ensure fair and robust pay structures and will cover all employees and will fulfil the relevant obligations of the Board of Directors under the National Joint Council for Local Government Services Pay and Conditions (Green Book).
- 2.2 SHARE MAT will ensure compliance at all times with the following relevant legislation:
 - The Equality Act 2010

- The Employment Act 2008
- The Employment Act 2002
- The Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002
- The Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- The Employment Relations Act 1999
- The Employment Rights Act 1996.

3. Roles and Responsibilities in Setting Pay Structures

- 3.1 The MAT Board of Directors has responsibility for approving annual revisions to the pay policy and any revisions to pay and conditions for all support staff employed by the MAT. The Board also approves annually the cost of living increases for all support staff.
- 3.2 The Remuneration Committee comprises of the HR Manager and at least two Directors appointed based on their suitability and expertise in financial and pay matters. The Remuneration Committee has responsibility for making recommendations to the Board regarding the Executive Business Team's salary range, for example a re-grade or an acting up payment. (The Trust's HR Manager is exempt when determinations are in connection with the HR post) This is detailed in the Scheme of Delegation.
- 3.3 The Executive Business Team comprises of the CEO, Director of Operations, the Director of Finance and the HR Manager. The Executive Business Team has responsibility for determining pay bands for all support staff posts within the MAT in line with the decision-making framework and the MAT's job evaluation scheme.
- 3.4 An appeals committee has responsibility for hearing formal appeals when pay increments have not been awarded. Committee representation will not include any employee involved in the original pay decision and will be made in line with the scheme of delegation, facilitated by the HR Manager.

4. Band Determination and Probationary Periods

- 4.1 SHARE MAT follows the NJC pay scales for support staff (see appendix two) and its Job Evaluation scheme (for posts up to Band K) to ensure parity and fair pay structures. Each job description reflects different levels of responsibility, skill and competencies taking into account as much as is practical variances within each academy. The pay band will normally remain unchanged unless a substantial change in the duties and responsibilities attached to the post take place.
- 4.2 The starting point of a newly appointed employee will normally be at the minimum of the advertised range, with incremental progression within the range specified in the job description and advertisement. However, the Head (or the Executive Business Team if Central Services appointment) has the discretion to appoint a new employee on a higher point than the bottom of the range, but this must only be the case in exceptional circumstances and advice should be sought from HR in all cases to ensure parity across the MAT.

- 4.3 Movement within the pay band will be on an incremental basis until the top of the band is reached.
- 4.4 All support staff, other than those appointed to fixed term positions of short duration, will normally be subject to a probationary period of six months. Reviews will take place at week eight, week sixteen and by the sixth month. The length of the probationary period may be extended as required and in consultation. Support staff who are promoted within the MAT will not be subject to a new probationary period if they have previously successfully completed one.

5. Incremental awards

- 5.1 All support staff employed by SHARE MAT can expect to receive regular, constructive feedback on their performance and in line with teaching staff, are subject to annual appraisal that recognises their strengths and good practice.
- 5.2 Unless the employee is at the top of their band, an incremental award will be made based upon the successful outcome to the appraisal review which takes place between September and October every year.
- 5.3 Employees will not receive an incremental increase if they are subject to capability procedures or if they fail to demonstrate satisfactory performance, and they will be notified in writing accordingly. It will only be reinstated for the time that their Line Manager considers their performance has risen to a satisfactory level. This cannot be back-dated.
- 5.4 For new starters in the autumn or spring term the first opportunity for an incremental pay increase will be in the first September following appointment. If an employee commences at the start of or during the summer term, the first opportunity for incremental pay increase will be in the September of the following year.
- 5.5 Accelerated incremental progression based on exceptional performance can also be awarded in exceptional circumstances at the Heads discretion, advice should be sought from HR in all cases to ensure parity across the MAT.
- 5.6 The Board of Directors will at all times ensure that appropriate funding is allocated for incremental awards at all levels.

6. Annual salary notification

- 6.1 Salary statements for all support staff in the MAT will be issued annually, in line with teaching staff, by 30th November by payroll regardless of whether a pay award has been made and only the most recent statement should remain on the employee file.
- 6.2 All salary statements for support staff will confirm the band of their post, their spinal point from September that academic year and whether an award within the band has been made and back dated to 1st September in line with teaching staff. It should also confirm any safeguarding arrangements and temporary acting up payments.
- 6.3 Headteachers/Heads of Schools may choose to write to support staff upon successful completion of their appraisal, regardless of pay determination. The CEO may choose to do this for the Executive Business Team, and the Executive Business Team for central support staff.

6.4 All employees must be notified in writing if a “due” incremental award is not made due to an unsuccessful appraisal, please seek advice as required from HR.

7. Informal appeal

7.1 If an employee is dissatisfied with the withholding of a pay increment, he or she should, without delay, seek to resolve this by informal discussion with their appraiser. Any discussion of this nature must be documented by the appraiser and communicated to the individual employee concerned as well as the Headteacher who may seek advice from the central team.

7.2 Where the employee continues to be dissatisfied, he or she may follow the formal appeal procedure at the point they have been notified in writing.

8. Formal appeals procedure

8.1 Formal appeals against pay determinations can only proceed once the initial recommendation has been ratified and the employee has been notified of the outcome in writing. Other than in extenuating circumstances, no formal appeal should be presented without informal discussion of the recommendation having previously taken place as outlined above.

8.2 In submitting a formal appeal, the appellant should specify that they believe the decision to deny them an incremental award was unreasonable because of one of the following reasons and this must be clearly expressed in their appeal:

- represented an incorrect application of this pay policy;
- failed to have proper regard for statutory guidance;
- failed to take proper account of relevant evidence;
- took account of irrelevant or inaccurate evidence;
- unlawfully discriminated against the employee or;
- was biased in some other way.

8.3 The employee should set down in writing the reason(s) for questioning the pay decision (which must be one or more of the grounds specified above) and send their appeal to the Executive PA to the CEO within ten working days of receipt of formal notification.

8.4 The HR Manager will then make arrangements for the formal appeal hearing, convening appropriate committee members in line with the scheme of delegation and will notify the appellant in writing. This will normally take place within ten working days of receipt of the written appeal notification.

8.5 For any formal hearing the employee is entitled to be accompanied by a work colleague or union representative. Each step and action of this process must be taken without unreasonable delay. The timing and location of any formal meeting must be reasonable. The appeal hearing must allow both parties to present their cases.

8.6 The decision of the appeals committee will be given in writing and, where the appeal is rejected, will include a note of the evidence considered and the reasons for the decision.

- 8.7 The decision of the appeals committee is final and there is no recourse to the grievance procedure.
- 8.8 Appeal decisions do not affect employees' statutory employment rights.

9. Acting allowance

- 9.1 Acting up is when an employee temporarily performs the duties for someone whose job is at a higher level than their own.
- 9.2 If an employee's current job is Band F and above, and their job description includes acting up, no additional payment will be made for the first four weeks – see the table below. They will receive additional payment in recognition of the acting up starting from week five. The amount of payment will reflect the proportion of graded duties for that job
- 9.3 For jobs graded Band E and below there is usually no specific requirement to act up as part of the job. If an employee is required to do so they will be paid for the proportion of graded duties for the higher job from day one

BAND	Time before acting up payments start
J	Only following a recruitment campaign
F – I	Four weeks
A to E	Immediately

10. Honoraria

- 10.1 Employees will receive an honorarium payment if they perform additional duties which are outside the scope of their current job and where the additional duties and responsibilities involved are above the level of their current job. The amount of payment will reflect the proportion of graded duties for that job and the period of time this is undertaken.
- 10.2 Employees will not qualify for an honorarium payment if they have an increase in the volume of their work or carry out duties at the same or at a lower level.
- 10.3 The MAT will confirm in writing to the employee the period for which the honorarium payment will apply and will give details of the additional duties for which the payment is being made. An honorarium is time limited, usually three to six months.

11. Pay Protection

11.1 Where an employee is redeployed to a lower band as result of a staffing restructure, the following will apply in most circumstances: -

- Pay will be protected only in a situation where an employee moves to a comparable post and there is "loss of earnings";
- Pay protection will be for twelve months;
- Where pay protection is applicable (i.e. where there is a loss of earnings) but hours worked in the new post are a reduction on the previous post, pay will be protected against the pay point of the previous post in accordance with the hours worked in the new post.
- Cost of living increases will not be applied to protected pay.

11.2 Protected pay is to ensure that where the restructure or redeployment has a financial impact upon an employee, the affected staff member have a period of time to assess their financial situation and secure alternative employment if required.

12. Salary sacrifice schemes

12.1 SHARE MAT operates a number of salary sacrifice schemes allowing employees to purchase items generally of up to a maximum value of £1,000 for each scheme. Gross salary shall be reduced accordingly in line with the relevant schemes.

13 Holiday Pay for Term Time Employees

13.1 All employees working term time, have their holidays incorporated into their pay.

14 Holiday Pay and Annual Leave Entitlement for All Year-Round Employees

14.1 All holiday entitlement, including public holidays, is calculated in proportion to the employee's annual working hours. For starters and leavers, holiday entitlement is calculated on the basis of completed calendar months of service.

14.2 When an employee has completed five years' continuous service with the trust/local authority, they will receive an additional five days' holiday entitlement. These can be taken from the anniversary of the month they started in proportion to the number of calendar months left in the current holiday year, and in full from the start of the next holiday year.

14.3 For candidates with high levels of expertise and experience within a relevant area, a request can be made by recruiting managers to the business team to consider immediate qualification for the five additional days of annual leave from the start of employment (rather than qualifying after five years' service). Cases will be considered on a case-by-case basis but the person making the request must be able to demonstrate their experience is at least equal to the level that would have been accrued in the trust or local authority.

14.4 The holiday year at SHARE MAT starts on 1st September to 31st August.

15. Miscellaneous Payments

- 15.1 SHARE MAT recognises loyalty and commitment of its employees and as such, upon completion of twenty-five years' service, employees will be awarded three hundred pounds in the form of vouchers of their choosing.
- 15.2 Apprentices are paid at the national rate of pay depending upon age and length of apprenticeship. Please seek advice from payroll as required.
- 15.3 Temporary additional hours over and above an employee's contractual hours for a specific task may be approved and paid for within agreed budget provisions or in exceptional circumstances, time off in lieu arranged (plain time is paid up to 37 hours a week). The extra hours must be planned and agreed in advance and also have the appropriate approval for payment.
- 15.4 Emergency call out fees will be paid for emergency response work of up to two hours. If the work exceeds two hours, this will be paid as overtime at the rate of time and a half but this must be authorised by the headteacher or named person for the claim to be processed.

16. Other Policies

- 16.1 This policy is supported by the appraisal policy.
- 16.2 Employees' monthly pay can change subject to personal circumstances, therefore this policy has recourse to the Attendance Management Policy and Leave of Absence Policy.

Appendix One Support Staff Salary Ranges

SHARE MAT SUPPORT STAFF PAY SCALES					
1 April 2023					
SCP	RANGE	£ per annum	£ per month	£ per hour	Band
1	SCP 1-2	22183	1848.58	11.50	A
2	SCP 1-2	22366	1863.83	11.59	
3	SCP 3-4	22737	1894.75	11.79	B
4	SCP 3-4	23114	1926.17	11.98	
5	SCP 5-6	23500	1958.33	12.18	C
6	SCP 5-6	23893	1991.08	12.38	
7	SCP 7-11	24294	2024.50	12.59	D
8	SCP 7-11	24702	2058.50	12.80	
9	SCP 7-11	25119	2093.25	13.02	
10	SCP 7-11	25545	2128.75	13.24	
11	SCP 7-11	25979	2164.92	13.47	
12	SCP 12-17	26421	2201.75	13.69	E
13	SCP 12-17	26873	2239.42	13.93	
14	SCP 12-17	27334	2277.83	14.17	
15	SCP 12-17	27803	2316.92	14.41	
16	SCP 12-17	28282	2356.83	14.66	
17	SCP 12-17	28770	2397.50	14.91	
19	SCP 19-23	29777	2481.42	15.43	F
20	SCP 19-23	30296	2524.67	15.70	
21	SCP 19-23	30825	2568.75	15.98	
22	SCP 19-23	31364	2613.67	16.26	
23	SCP 19-23	32076	2673.00	16.63	
24	SCP 24-27	33024	2752.00	17.12	G
25	SCP 24-27	33945	2828.75	17.59	
26	SCP 24-27	34834	2902.83	18.06	
27	SCP 24-27	35745	2978.75	18.53	
28	SCP 28-31	36648	3054.00	19.00	H
29	SCP 28-31	37336	3111.33	19.35	
30	SCP 28-31	38223	3185.25	19.81	
31	SCP 28-31	39186	3265.50	20.31	
32	SCP 32-35	40221	3351.75	20.85	I
33	SCP 32-35	41418	3451.50	21.47	
34	SCP 32-35	42406	3533.83	21.98	

35	SCP 32-35	43475	3622.92	22.53	
36	SCP 36-39	44532	3711.00	23.08	J
37	SCP 36-39	45596	3799.67	23.63	
38	SCP 36-39	46670	3889.17	24.19	
39	SCP 36-39	47674	3972.83	24.71	
40	SCP 40-43	48780	4065.00	25.28	
41	SCP 40-43	49855	4154.58	25.84	
42	SCP 40-43	50920	4243.33	26.39	
43	SCP 40-43	51990	4332.50	26.95	
44	SCP 44-47	52959	4413.25	27.45	L
45	SCP 44-47	53977	4498.08	27.98	
46	SCP 44-47	54933	4577.75	28.47	
47	SCP 44-47	55931	4660.92	28.99	
48	SCP 48-50	56910	4742.50	29.50	M
49	SCP 48-50	57903	4825.25	30.01	
50	SCP 48-50	58899	4908.25	30.53	
51	SCP 51-53	59913	4992.75	31.05	N
52	SCP 51-53	60732	5061.00	31.48	
53	SCP 51-53	61977	5164.75	32.12	
54	SCP 54-57	63038	5253.17	32.67	O
55	SCP 54-57	64125	5343.75	33.24	
56	SCP 54-57	65614	5467.83	34.01	
57	SCP 54-57	70417	5868.08	36.50	
58	SCP 58-60	79046	6587.17	40.97	P
59	SCP 58-60	84808	7067.33	43.96	
60	SCP 58-60	91002	7583.50	47.17	
61	SCP 61-63	90604	7550.33	46.96	Q
62	SCP 61-63	97224	8102.00	50.39	
63	SCP 61-63	104300	8691.67	54.06	
64	SCP 64-66	99696	8308.00	51.68	R
65	SCP 64-66	107202	8933.50	55.57	
66	SCP 64-66	114704	9558.67	59.45	
67	SCP 67-71	136774	11397.83	70.89	S
68	SCP 67-71	140096	11674.67	72.62	
69	SCP 67-71	143612	11967.67	74.44	
70	SCP 67-71	147031	12252.58	76.21	
71	SCP 67-71	150451	12537.58	77.98	
72	SCP 72-77	173109	14425.75	89.73	T

73	SCP 72-77	178881	14906.75	92.72
74	SCP 72-77	184649	15387.42	95.71
75	SCP 72-77	190420	15868.33	98.70
76	SCP 72-77	196190	16349.17	101.69
77	SCP 72-77	201963	16830.25	104.68

Rates increased by £1925 or 3.88% if higher from 1 April 23 (Paid in October 23)

Invigilator Rates

Invigilator SCP 5 + 12.07% - £12.18 + 12.07% = £13.65 hourly rate £26334.75

Senior Invigilator SCP 10 + 12.07% - £13.24 + 12.07% = £14.84 hourly rate £28630.6