

Uplift to Pay Scales 2020-21

All rises have been budgeted for and are as follows:

Support Staff Pay Rise of 2.75%

In July, we actioned a Support Staff Pay Rise of 2.5% that was agreed at the time between Suffolk and the unions. Since then, a further rise of an additional 0.25% has been agreed following further discussion between the unions and Suffolk. Therefore, we will action this rise for support staff and it will be backdated to April.

Main Scale Teaching Staff

This rise is weighted to be higher for those lower down the scale. Following consultation with the unions and committees, we have abolished point 6a and moved employees from 6a to 6b.

	2019-20 rate	% Uplift	New rate 2020-21
Minimum (statutory minimum)	£ 24,373	5.50	£25,714
Ref point 2	£ 26,298	4.95	£27,600
Ref point 3	£ 28,413	4.40	£29,664
Ref point 4	£ 30,599	3.85	£31,778
Ref point 5	£ 33,010,	3.30	£34,100
Ref point 6a	£ 35,619	2.75	£36,599
Max (point 6b)	£ 35,971	2.75	£36,961

Upper Pay Scale Teaching Staff

Pay reference points	2019-20 rates	2020-21 rates
		2.75% increase to all points
Minimum	£37,654	£38,690
Reference point 2	£39,050	£40,124
Maximum	£40,490	£41,604

Unqualified Teachers

The pay scale for Unqualified Teachers in this school is:

	2019-20 rates	2020-21 rates
Pay reference points		2.75% increase to all points
Minimum	£17,682	£18,169
Reference point 2	£19,739	£20,282
Reference point 3	£21,794	£22,394
Reference point 4	£23,851	£24,507
Reference point 5	£25,909	£26,622
Maximum	£27,965	£28,735

Teaching and Learning Responsibility (TLR 3) Payments

Awarded 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 School Teachers' Pay and Conditions Document.

2019-20 range	2020-21 rates
	2.75% increase
£555 to £2,757	£571 to £2,833

Special Needs Allowance

For to any classroom teacher who meets the criteria as set out in the School Teachers' Pay and Conditions Document.

2019-20 range	2020-21 rates
	2.75% increase
£2,209 and £4,359	£2,270 and £4,479

School Leaders

Headteacher Group	2019-20 rate	New Rate 2020-21 2.75% uplift
Leadership Minimum	41,065	£42,195
1	46,457 – 61,808	£47,735 – £63,508
2	48,808– 66,517	£50,151– £68,347
3	52,643 – 71,598	£54,091– £73,559
4	56, 579– 77,048	£58,135– £79,167
5	62,426 – 84,976	£64,143– £87,313
6	67,183 – 93,732	£69,031– £96,310
7	72, 306 – 103, 334	£74,295 – £106,176
8	79,748 – 114,060	£81,942– £117,197