

## A brief summary of the Spiral Pay Policy: teachers

Spiral Partnership Trust promotes a culture of high rewards, high standards and high expectations. This is reflected in enhanced salaries for all teaching staff.

Our pay scale for teachers is based on the national pay guidance for teachers (including London fringe allowance) and enhanced at all levels, as a result most teachers earn around 5-6.5% more than teachers in other schools. This is non-contractual but it is the expectation and aim of the trust that we will maintain and further develop this differential.

We recognize benefits that have been accrued due to length of service, such as maternity and paternity benefits and will honour these for staff transferring from a local authority school.

Our terms and conditions of employment are based on the national terms for teachers with some key variations:

- Teachers are contracted to work 1500 hours (8.30am-5.30pm) over 200 working days
- Teachers are entitled to up to 3 days 'personal time' leave per year, subject to agreement this may be taken as paid leave during term time.
- All teachers are entitled to 'teaching and learning' time, allocated on a needs basis to enhance skills and knowledge.
- Paid sick leave for short term self-certificated sickness is limited to 4 days per year. Certificated sick leave from the third day of absence is unchanged from the national agreements.

Other benefits include:

- Excellent induction and the support of a mentor for all new staff
- On-going training and CPD opportunities throughout your career with us
- The support and challenge of a thorough performance appraisal programme
- High levels of trust and earned autonomy
- The opportunity to work in other schools across the Trust



- Private health care options
- Salary sacrifice childcare voucher scheme

Spiral Teachers Pay Scale September 2017		
Teacher	1	£25,441
	2	£27,277
	3	£29,294
Experienced teacher	4	£31,387
	5	£33,683
	6	£36,172
Expert teacher	UPS1	£38,814
	UPS2	£40,170

A separate pay scale is used for unqualified teachers and members of the school leadership team.