**Croydon Payscales**

Croydon is recommending payscales based on the Outer London Area pay reference points produced by the LGA.

Schools that choose not to adopt these pay scales must ensure that the minimum and maximum of their pay scales are those shown in STPCD for both the leadership group and for the pay ranges for teachers.

**OUTER LONDON AREA PAY REFERENCE POINTS**

**FOR TEACHERS – Sept 2015**

**Unqualified Pay**

|  |  |  |
| --- | --- | --- |
| **Unqualified Teacher**  **Pay Reference Points** | **2014**  **£** | **Uprated**  **2015**  **£** |
| 1 | 19,167 | 19,359 |
| 2 | 21,044 | 21,256 |
| 3 | 22,922 | 23,152 |
| 4 | 24,801 | 25,050 |
| 5 | 26,676 | 26,944 |
| 6 | 28,555 | 28,841 |

**Main Pay**

In September 2015 it was a statutory requirement to uplift the salary of teachers paid on the minima of the ranges by 1%, i.e. to ensure no teacher is paid below the national range. Other than this, whilst schools are not obliged to do so, they may decide to set their own pay points within a pay range in their local policies, if they judge it appropriate to their needs. One option is to continue to use the previous pay scale points (uprated as appropriate) as the basis for an annual pay award. The LGA has produced such points, and in Croydon, we have recommended that a 2% pay award is applied to M6.

|  |  |  |
| --- | --- | --- |
| **Main Pay Reference Points** | **2014**  **£** | **Uprated**  **2015**  **£** |
| M1 | 25,623 | 25,880 |
| M2 | 27,211 | 27,484 |
| M3 | 28,896 | 29,185 |
| M4 | 30,685 | 30,992 |
| M5 | 33,287 | 33,620 |
| M6 | 35,823 | 36,540 |

**Upper Pay**

|  |  |  |
| --- | --- | --- |
| **Upper Pay Scale** | **2014**  **£** | **Uprated**  **2015**  **£** |
| U1 | 38,355 | 38,739 |
| U2 | 39,775 | 40,173 |
| U3 | 41,246 | 41,660 |

**Leadership Pay**

Under STPCD 2015, the maximum point of the leadership group range and the maxima of the eight head teacher group ranges did not receive a 1% pay uplift.

The freezing of the maximum point of the leadership group range and the maxima of the eight head teacher group ranges does **not** mean that those points must be frozen where they apply to a head who is not at the top of a school group range or to a deputy or assistant head teacher. For this reason the payscale contains alternative values for these points, one set remaining at 2014 levels, the other uplifted by 1%.

**OUTER LONDON AREA PAY REFERENCE POINTS**

**FOR LEADERSHIP GROUP - Sept 2015**

|  |  |  |
| --- | --- | --- |
| ***Leadership Group Pay Reference Points*** | **2014**  **£** | **Uprated**  **2015**  **£** |
| L1 | 41,247 | 41,660 |
| L2 | 42,205 | 42,628 |
| L3 | 43,180 | 43,612 |
| L4 | 44,185 | 44,627 |
| L5 | 45,210 | 45,663 |
| L6 | 46,264 | 46,727 |
| L7 | 47,431 | 47,906 |
| L8 | 48,454 | 48,939 |
| L9 | 49,587 | 50,083 |
| L10 | 50,785 | 51,293 |
| L11 | 52,019 | 52,540 |
| L12 | 53,154 | 53,686 |
| L13 | 54,408 | 54,953 |
| L14 | 55,681 | 56,238 |
| L15 | 56,992 | 57,562 |
| L16 | 58,429 | 59,014 |
| L17 | 59,703 | 60,301 |
| L18\* | 61,131 | 61,131 |
| L18 | 61,131 | 61,743 |
| L19 | 62,572 | 63,198 |
| L20 | 64,046 | 64,687 |
| L21\* | 65,557 | 65,557 |
| L21 | 65,557 | 66,213 |
| L22 | 67,104 | 67,776 |
| L23 | 68,692 | 69,379 |
| L24\* | 70,321 | 70,321 |
| L24 | 70,321 | 71,025 |
| L25 | 71,994 | 72,714 |
| L26 | 73,700 | 74,437 |
| L27\* | 75,450 | 75,450 |
| L27 | 75,450 | 76,205 |
| L28 | 77,248 | 78,021 |
| L29 | 79,084 | 79,875 |
| L30 | 80,977 | 81,787 |
| L31\* | 82,908 | 82,908 |
| L31 | 82,908 | 83,738 |
| L32 | 84,888 | 85,737 |
| L33 | 86,927 | 87,797 |
| L34 | 89,000 | 89,890 |
| L35\* | 91,134 | 91,134 |
| L35 | 91,134 | 92,046 |
| L36 | 93,312 | 94,246 |
| L37 | 95,562 | 96,518 |
| L38 | 97,850 | 98,829 |
| L39\* | 100,159 | 100,159 |
| L39 | 100,159 | 101,161 |
| L40 | 102,587 | 103,613 |
| L41 | 105,074 | 106,125 |
| L42 | 107,624 | 108,701 |
| L43 | 110,243 | 110,243 |