

Head Teachers Pay

Birmingham City Council's model pay policy commits schools to setting a 7 point pay range for head teachers.

Head Teachers' pay ranges should not normally exceed the maximum of the school Group Size pay range. However, a Head Teacher's pay range may exceed the school Group Size where the relevant body determines that circumstances specific to the role or candidate warrant a higher salary, but total salary (including any additional payments) should not exceed the maximum of the Group Size by more than 25%, other than in exceptional circumstances.

In such 'exceptional' circumstances - if a Governing Body wishes to exceed 25% it must seek external independent advice and provide a business case.

Head Teachers Pay Range

In September 2015, The Government applied no pay award to the maximum points of the eight school group ranges - reference points L18, L21, L24, L27, L31, L35, L39 and L43. As a result, head teachers on the maximum of their individual pay range (formerly known as ISR) did not receive a pay award when that maximum point coincided with the maximum of one of the eight school group ranges.

If a head teacher was on one of these points but was not at the maximum of their pay range, or where these points were used for assistant head teachers and deputy head teachers, then a pay award was applied.

This variance between the salary values for L18, L21, L24, L27, L31, L35, L39 and L43 when set as the maximum point of a head teacher's pay range and the same points when not set as the top of a pay range or when used for assistant head teachers and deputy head teachers remains.

Below is BCC's Leadership Pay Spine 2024. Levels marked HPR with an asterisk received no pay award in 2015. These values should be used when being set as the maximum of a head teacher's pay range. The same step values but without the asterisk should be used when the point is not the maximum of a head teacher's pay range or when used for assistant head teachers and deputy head teachers.

<u>Range</u>	<u>Level</u>	<u>FROM</u> <u>01.09.2024</u> <u>(Annual</u> <u>Value)</u>	<u>FROM</u> <u>01.09.2023</u> <u>(Annual</u> <u>Value)</u>	<u>FROM</u> <u>01.09.2022</u> <u>(Annual</u> <u>Value)</u>	<u>FROM</u> <u>01.09.2021</u> <u>(Annual</u> <u>Value)</u>	<u>FROM</u> <u>01.09.2020</u> <u>(Annual</u> <u>Value)</u>	<u>FROM</u> <u>01.09.2019</u> <u>(Annual</u> <u>Value)</u>
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LAH/LDH	1	£49,781	47,185	44,305	42,195	42,195	41,065
LAH/LDH	2	£51,027	48,366	45,414	43,251	43,251	42,093
LAH/LDH	3	£52,301	49,574	46,548	44,331	44,331	43,144
LAH/LDH	4	£53,602	50,807	47,706	45,434	45,434	44,218
LAH/LDH	5	£54,939	52,074	48,895	46,566	46,566	45,319
LAH/LDH	6	£56,316	53,380	50,122	47,735	47,735	46,457
LAH/LDH	7	£57,831	54,816	51,470	49,019	49,019	47,707
LAH/LDH	8	£59,167	56,082	52,659	50,151	50,151	48,808
LAH/LDH	9	£60,644	57,482	53,973	51,402	51,402	50,026
LAH/LDH	10	£62,202	58,959	55,360	52,723	52,723	51,311
LAH/LDH	11	£63,815	60,488	56,796	54,091	54,091	52,643
LAH/LDH	12	£65,286	61,882	58,105	55,338	55,338	53,856
LAH/LDH	13	£66,919	63,430	59,558	56,721	56,721	55,202
LAH/LDH	14	£68,586	65,010	61,042	58,135	58,135	56,579
LAH/LDH	15	£70,293	66,628	62,561	59,581	59,581	57,986
LAH/LDH	16	£72,162	68,400	64,225	61,166	61,166	59,528
LAH/LDH	17	£73,819	69,970	65,699	62,570	62,570	60,895
LAH/LDH	18	£75,675	71,729	67,351	64,143	64,143	62,426
HPR	18*	£74,926	71,019	66,684	63,508	63,508	61,808
LAH/LDH	19	£77,552	73,509	69,022	65,735	65,735	63,975
LAH/LDH	20	£79,475	75,331	70,733	67,364	67,364	65,561
LAH/LDH	21	£81,441	77,195	72,483	69,031	69,031	67,183
HPR	21*	£80,634	76,430	71,765	68,347	68,347	66,517
LAH/LDH	22	£83,464	79,112	74,283	70,745	70,745	68,851
LAH/LDH	23	£85,529	81,070	76,122	72,497	72,497	70,556
LAH/LDH	24	£87,651	83,081	78,010	74,295	74,295	72,306
HPR	24*	£86,783	82,258	77,237	73,559	73,559	71,590
LAH/LDH	25	£89,830	85,146	79,949	76,141	76,141	74,103
LAH/LDH	26	£92,052	87,253	81,927	78,025	78,025	75,936
LAH/LDH	27	£94,332	89,414	83,956	79,958	79,958	77,818
HPR	27*	£93,400	88,530	83,126	79,167	79,167	77,048
LAH/LDH	28	£96,673	91,633	86,040	81,942	81,942	79,748
LAH/LDH	29	£99,067	93,902	88,170	83,971	83,971	81,723
LAH/LDH	30	£101,533	96,239	90,365	86,061	86,061	83,757
LAH/LDH	31	£104,040	98,616	92,597	88,187	88,187	85,826
HPR	31*	£103,010	97,639	91,679	87,313	87,313	84,976
LAH/LDH	32	£106,626	101,067	94,898	90,379	90,379	87,960
LAH/LDH	33	£109,275	103,578	97,256	92,624	92,624	90,145
LAH/LDH	34	£111,976	106,138	99,660	94,914	94,914	92,373

LAH/LDH	35	£114,759	108,776	102,137	97,273	97,273	94,669
HPR	35*	£113,624	107,700	101,126	96,310	96,310	93,732
LAH/LDH	36	£117,601	111,470	104,666	99,681	99,681	97,013
LAH/LDH	37	£120,524	114,240	107,267	102,159	102,159	99,424
LAH/LDH	38	£123,506	117,067	109,922	104,687	104,687	101,885
LAH/LDH	39	£126,517	119,921	112,601	107,239	107,239	104,368
HPR	39*	£125,263	118,732	111,485	106,176	106,176	103,334
LAH/LDH	40	£129,673	122,912	115,410	109,914	109,914	106,972
LAH/LDH	41	£132,913	125,983	118,293	112,660	112,660	109,644
LAH/LDH	42	£136,243	129,140	121,258	115,483	115,483	112,392
LAH/LDH	43	£138,265	131,056	123,057	117,197	117,197	114,060
HPR	43	£138,265	131,056	123,057	117,197	117,197	114,060

As an example, head teacher 'A' has a pay range of L15 – L21 and is currently on L21. Because the maximum of their pay range corresponds with the maximum of one of the 8 group sizes, they receive the lower value, marked with an asterisk, of £80,634.

Head teacher 'B' has a pay range of L16 – L22 and is being paid on L21. Because in this instance L21 is not the maximum of the pay range, they receive L21 at the higher value of £81,441.

Changing a Head Teachers Pay Range

An existing head teacher's pay range can only be changed if responsibilities have significantly changed on or after 1.9.2014 (or subsequent to the last time their range was reviewed if after 01.09.2014), or for consistency either with pay arrangements for new appointments on or after 1.9.2014 or with pay arrangements for a member of the leadership group whose responsibilities significantly change on or after that date (or subsequent to the last time their range was reviewed if after 01.09.2014).

There is no facility within School Teachers Pay and Conditions Document to amend the pay range of a serving head teacher to recognise performance. Therefore, once a head teacher reaches the top of their pay range there can be no further progression.