

Teacher Salary safeguarding

Types of safeguarding

There are different kinds of salary safeguarding (sometimes called protection)

- general safeguarding covers the whole salary of teachers who lose their posts as the result of the closure, prescribed (i.e. statutory) alteration or reorganisation of a school or service
 - safeguarding of a specific part of a teacher's remuneration, such as a teaching and learning responsibility payment
 - safeguarding of a salary when a salary range has been changed (for example, members of the leadership group or advanced skills teachers)
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General safeguarding

Any teacher displaced through closure or reorganisation of a school is entitled to general safeguarding for a maximum of three years only from the relevant date (calculated in accordance with the School Teachers' Pay and Conditions Document). The Document requires the calculation of a safeguarded sum.

The sum is reduced by subsequent progression up the pay scale or move to a higher paid job until it is overtaken or until it ceases after the three years. The duration and phasing out of cash safeguarding is complicated. Details are given in the statutory guidance attached to the School Teachers' Pay and Conditions Document.

Safeguarding parts of a teacher's salary

The School Teachers' Pay and Conditions Document provides that if a governing body decides to remove or reduce a teacher's teaching and learning responsibility payment it must pay a safeguarded sum calculated in accordance with the detailed rules in the Document for up to three years and that the safeguarded sum will be reduced by subsequent progression up the pay scale or move to a higher paid job until it is overtaken or until it ceases. The duration and phasing out of cash safeguarding is complicated. Details are given on the www.gov.uk website published alongside the School Teachers' Pay and Conditions Document.

However, withdrawal, or reduction in the value of, a teaching and learning responsibility payment, whether as a result of a change to the governing body's pay policy or the school's staffing structure, is likely to mean that the post is effectively redundant and should be discussed with the school's employee relations advisors.

Leadership group leading practitioners, excellent teachers

As a result of changes to a school's pay policy or its staffing structure, safeguarding also applies if the relevant body determines to:

- Reduce the number of members of the leadership group
 - End the designation of one or more leading practitioner teachers' posts
 - Reduction of pay ranges, resulting in the reduction of pay for the head teacher, deputy head teacher, assistant head teacher or leading practitioner.
 - Reduce the salary of an excellent teacher
 - Reduce the allowance paid to an unqualified teacher
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In each of these cases the prior advice from the school's employee relations advisor should also be obtained, because of the requirements of employment law. Teachers who are the subject of such decisions will receive a safeguarded sum for a maximum of three years from the relevant date as defined in the Document unless the safeguarded salary is overtaken or replaced as specified in the detail of the School Teachers' Pay and Conditions Document.

Reasonable additional duties during safeguarding

The School Teachers' Pay and Conditions Document requires the governing body to allocate reasonable additional duties to a teacher whose safeguarded sum or sums (as calculated in accordance with the rules of the Document) exceed £500 in total. There is a similar provision for teachers subject to general safeguarding.

Written notification

Governing bodies are required to give teachers written notification of any safeguarded sum, including its termination date, as part of the formal notification of any determination of salary and to do so within one month of the determination of salary which includes the safeguarding.