



Girls' Day  
School Trust



Support staff pay 2016-17

# Pay and progression

The GDST has its own pay and grading structure for support staff, based on a job evaluation system.

GDST pay bands apply and offer attractive salaries compared with similar jobs in the local market.

There are two sets of pay bands - one for all London schools and one for all schools outside greater London (see opposite).

The bands are reviewed annually in consultation with the GDST's recognised trade union - the ATL (Association of Teachers and Lecturers).

In most cases, new staff will be recruited between the start and mid points of the pay band for their grade. Pay increases and pay progression are discretionary, based on individual performance. Staff are eligible to move up their pay band to the maximum point, and progression is quicker for higher rated performers.

The pay and benefits outlined here apply to staff in GDST fee-paying schools - staff in GDST academies have different pay and conditions.

Other benefits of working in a GDST school include:

- access to the GDST defined contribution pension scheme via Standard Life, incorporating free life assurance
- access to the GDST central training and development programme
- training grants for obtaining further qualifications
- up to 50% discount on fees for children at GDST schools, available as a tax-efficient salary sacrifice scheme
- employee assistance programme
- childcare vouchers; interest free loans for training, computer purchase or season tickets; Cycle to Work scheme
- free lunch during term-time
- reduced rate medical insurance
- access to the benefits offered by the GDST Alumnae Network
- Subsidised use of school facilities (where available)
- Competitive terms and conditions of employment.

# Pay scales from 1<sup>st</sup> September 2016

These pay bands apply to:

- administrative staff
- teaching and pupil support staff
- technical staff
- facilities staff

Grade	London		
	Minimum	Mid-point	Maximum
1	£17,862	£17,955	£18,498
2	£19,110	£20,967	£22,824
3	£21,441	£24,840	£27,810
4	£26,535	£31,842	£36,090
5	£34,497	£40,866	£47,232

Grade	Regional		
	Minimum	Mid-point	Maximum
1	£15,678		£15,924
2	£15,924	£17,517	£19,110
3	£16,983	£20,487	£23,670
4	£22,290	£27,255	£31,842
5	£30,783	£36,621	£43,518



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