



Girls' Day  
School Trust

**Teachers' Pay 2015-16**

# Pay & progression

The GDST recognises and rewards leadership and teaching excellence in its schools. It has its own pay and grading structure, and system of career and pay progression.

The GDST offers attractive salaries and pay progression, when compared with the education sector generally. There are two sets of pay bands, one for London schools (both inner and outer London), and one for schools outside greater London. These bands are reviewed annually, in consultation with the GDST's recognised trade union, the Association of Teachers and Lecturers (ATL).

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

The pay and benefits outlined here apply to GDST fee-paying schools; due to their discrete funding arrangements, GDST academies have different pay and conditions.

Other benefits of teaching in a GDST school include:

- 176 teaching days per year (190 in maintained sector)
- access to the Teachers' Pension Scheme
- free lunch during term-time
- four weeks' study leave for teachers after ten years' continuous service
- training grants for obtaining further qualifications
- access to the GDST central training and development programme
- an employee assistance programme, offering free and confidential counselling
- sickness benefits equivalent to the maintained sector
- accredited NQT induction
- childcare vouchers; interest free loans for training, computer purchase or season tickets; Cycle to Work scheme
- access to the benefits offered by the GDST Alumnae Network
- up to 30% discount on fees for children at GDST schools, available as a tax-efficient salary sacrifice scheme

# GDST teaching career pathways

NEWLY QUALIFIED TEACHER (NQT)



PROFESSIONAL TEACHER (LEVEL 1 & 2)



MIDDLE LEADER  
(LEVEL 1 - 4)



SCHOOL  
CONSULTANT  
TEACHER



SENIOR  
LEADERSHIP TEAM  
LEVEL 1



TRUST  
CONSULTANT  
TEACHER



SENIOR  
LEADERSHIP TEAM  
LEVEL 2

This diagram illustrates the different potential career paths for teachers in GDST schools

# GDST teacher standards

## Newly-qualified and professional teachers

Progression through the professional teacher grades is based on meeting targets set on the basis of the GDST teacher standards. This is achieved through a combination of experience and expertise.

Our expectation is that GDST teachers are:

- **Confident** - demonstrating in-depth subject knowledge and first-rate classroom teaching
- **Effective** - supporting pupils to learn and achieve in line with their potential
- **Caring** - committed to the safety, welfare and happiness of their pupils
- **Reflective** - seeking to carry on learning and developing their expertise
- **Creative** - resourceful, innovative and open to new challenges
- **Engaged** - passionate about learning within and beyond the classroom

These developmental standards are expected of teachers from the start of and throughout their careers, while allowing for growth as classroom practitioners.

## School consultant teachers

support teaching excellence in their schools. First-rate classroom practitioners who more than meet the GDST teacher standards, they are also expected to make an impact on others and on the school as a whole, using their knowledge and skills to improve the practice of their colleagues and enhance learning across the school. They support and develop their colleagues and are recognised not just as expert practitioners, but also as being willing to share that expertise.

## Trust-wide consultant teachers

are exceptional practitioners who contribute positively to the overall atmosphere and culture of their school, and also take on further roles within the wider GDST community.

# Pay bands - newly-qualified & professional teachers

## Newly-qualified teachers (NQTs)

	On joining	After one year
London	£31,000	£34,000
Regional	£25,000	£28,000

## Professional level 1

	Minimum	Incremental reference point 1	Incremental reference point 2	Incremental reference point 3
London	£34,000	£36,000	£38,000	£40,000
Regional	£28,000	£30,000	£32,000	£34,000

Progression will normally be to the incremental points, though different rates of progression apply, depending on performance

## Professional level 2

	Minimum	Mid-point	Maximum
London	£38,000	£44,000	£50,000
Regional	£32,000	£38,000	£44,000

Progression is by variable percentage increases

# Pay bands - consultant teachers & middle leaders

## School consultant teacher

	Minimum	Mid-point	Maximum
London	£45,000	£50,000	£55,000
Regional	£39,000	£44,000	£49,000

## Trust-wide consultant teacher

	Minimum	Mid-point	Maximum
London	£50,000	£55,000	£60,000
Regional	£45,000	£50,000	£55,000

## Middle leaders

		Minimum	Mid-point	Maximum
Level 1	London	£41,000	£46,500	£52,000
	Regional	£38,000	£43,000	£48,000
Level 2	London	£43,000	£48,500	£54,000
	Regional	£39,500	£44,500	£49,500
Level 3	London	£45,000	£51,000	£57,000
	Regional	£41,500	£46,750	£52,000
Level 4	London	£48,000	£54,500	£61,000
	Regional	£43,000	£49,000	£55,000

# Pay bands - senior leadership teams

## Senior leaders (SLT) - Level 1

	Minimum	Mid-point	Maximum
London	£57,000	£65,500	£74,000
Regional	£51,000	£59,000	£67,000

## Senior leaders (SLT) - Level 2 (Deputy Head / Head of Juniors)

		Minimum	Mid-point	Maximum
Up to 600 pupils	London	£64,000	£71,500	£79,000
	Regional	£58,000	£64,500	£71,000
601-800 pupils	London	£67,000	£74,500	£82,000
	Regional	£61,250	£68,000	£75,000
801+ pupils	London	£70,250	£78,000	£86,000
	Regional	£64,500	£71,500	£79,000

These salaries are based on the size of the all-through school



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