

UPPER PAY RANGE APPLICATION FORM

June 2023

Name:

School:

Date:

Criteria for Progression to the Upper Pay Scale (First Federation Pay Policy 2021):

5.5 An application from a qualified teacher to progress on to the upper pay range will be successful where they can demonstrate that they meet not only the Teachers' Standards, but are highly competent in all elements of the standards and that their achievements and contribution are substantial and sustained.

In the First Federation Trust this means that to achieve progression to this pay range, the Board of Directors must be satisfied that the teacher meets the definition of substantial contribution as set out below and there is evidence that this is sustained performance over two years:

5.5.1 All objectives are met and exceeded

5.5.2 Quality of teaching throughout the year is excellent/exceptional and consistently exceeds expectations

5.5.3 Evidence of coaching and supporting colleagues to achieve improved student outcomes, demonstrating to them effective teaching practice

5.5.4 Acting as a role model for Teaching & Learning, playing a critical role in the life of the school

5.5.5 Enhanced and demonstrable contribution to raising pupil standards

5.5.6 A commitment to personal development and CPD focused on improving outcomes for students

5.5.7 Highly competent in all areas of the Teachers' Standards (as evidenced on Blue Sky).

Declaration:

I confirm that at the date of this request for assessment to cross the threshold I meet the eligibility criteria.

Applicant's Signature: Date:.....

Head of School Signature: Date:.....

Please send the completed form to your school's Link Director.