

Date ratified at Full  
Directors Meeting  
**14 December 2020**

Review  
Resources Committee

**St John the Baptist**



**Catholic Multi Academy Trust**

## **THE MAT MISSION STATEMENT**

Our family of schools is united in the belief that God's love, peace, truth, and joy is for all. We are dedicated to the achievement of excellence in all we do. We cherish the uniqueness of each of our school communities and celebrate together as one Trust family. By following Jesus' example, we bear witness to the greatness of God.

*'To think, to feel, to do' Pope Francis*

**St John the Baptist Catholic MAT**  
**Company No: 7913261**  
**Registered Office: Surrey Street, Norwich NR1 3PB**

## **PAY POLICY ANNEX – Pay Scales as at 1 September 2020**



If you need this document in large print, audio, Braille, alternative format or in a different language please contact the Company Secretary on 01603 611 431 and we will do our best to help.

## Annex to the Pay Policy - Pay Scales (as at 1<sup>st</sup> January 2021)

These values will be amended in the light of any national pay awards.

### Norfolk Advisory Leadership Group Pay Range (NALGP)

L01	£42,195	L16	£61,164	L31	£88,185
L02	£43,250	L17	£62,569	L32	£90,378
L03	£44,298	L18	£64,142	L33	£92,624
L04	£45,433	L19	£65,733	L34	£94,912
L05	£46,565	L20	£67,364	L35	£97,272
L06	£47,734	L21	£69,030	L36	£99,680
L07	£49,019	L22	£70,744	L37	£102,158
L08	£50,149	L23	£72,496	L38	£104,687
L09	£51,402	L24	£74,294	L39	£107,237
L10	£52,721	L25	£76,140	L40	£109,914
L11	£54,091	L26	£78,024	L41	£112,659
L12	£55,336	L27	£79,958	L42	£115,482
L13	£56,719	L28	£81,940	L43	£117,197
L14	£58,134	L29	£83,970		
L15	£59,581	L30	£86,060		

### St John the Baptist Catholic MAT Pay Range for Chief Executive Officer (CEO)

Point	£
CE01	£101,801
CE02	£104,481
CE03	£107,159
CE04	£109,839
CE05	£112,517
CE06	£115,197
CE07	£117,836
CE08	£120,555
CE09	£123,233

### Norfolk Advisory Main Pay Range for Qualified Teachers (NAM)

Point	£
Point 1	£25,714
Point 2	£27,600
Point 3	£29,664
Point 4	£31,778
Point 5	£34,100
Point 6a	£36,598
Point 6b	£36,961

\* schools using NAPS can award either a 1% or 2% award to teachers on point 6.

## Norfolk Advisory Upper Ray Range (NAUPR)

Point 1	£38,690
Point 2	£40,124
Point 3	£41,604

## Teaching and Learning Responsibility

	Minimum	Maximum
	01/09/2020	01/09/2020
TLR 1	£8,291	£14,030
TLR 2	£2,873	£7,017
TLR 3	£571	£2,833

## Reference points for TLRs:

TLR 1a	£8,291
TLR 1b	£10,201
TLR 1c	£12,237
TLR 1d	£13,482
TLR 2a	£2,873
TLR 2b	£4,786
TLR 2c	£7,017

Special education needs (SEN) allowances	
Minimum	Maximum
£2,270	£4,479

## Norfolk Advisory Leading Practitioner Pay Range (NALP)

Point 1	£42,402
Point 2	£43,463
Point 3	£44,549
Point 4	£45,657
Point 5	£46,794
Point 6	£47,967
Point 7	£49,258
Point 8	£50,394
Point 9	£51,655
Point 10	£52,979
Point 11	£54,357
Point 12	£55,608
Point 13	£56,999
Point 14	£58,419
Point 15	£59,876
Point 16	£61,465
Point 17	£62,879
Point 18	£64,460

## Norfolk Advisory Pay Range for Unqualified Teachers (NAUNQ)

Point 1	£18,168
Point 2	£20,281
Point 3	£22,392
Point 4	£24,505
Point 5	£26,620
Point 6	£28,735

Support Staff Pay Scales from 01 January (Norfolk)			Jan-21
Scales	SCP		Salary
Scale A	1		£18,328
Scale B	2		£18,328
Scale C	3		£18,562
	4		£18,933
Scale D	5		£19,312
	6		£19,698
Scale E	7		£20,092
	8		£20,493
	9		£20,903
	10		£21,322
Scale F	11		£21,748
	12		£22,183
	13		£22,627
	14		£23,080
Scale F	15		£23,541
	New Scp 16 not used		
	17		£24,491
Scale G	18		£24,982
	19		£25,481
	20		£25,991
	21		£26,511
Scale H	22		£27,041
	23		£27,741
	24		£28,672
Scale H	25		£29,577
	26		£30,451
Scale I	27		£31,346
	28		£32,234

Scales	SCP		Salary
Scale J	29		£32,910
	30		£33,782
	31		£34,728
Scale K	32		£36,677
	33		£37,684
	34		£38,717
	35		£39,784
Scale L	36		£40,874
	37		£42,717
	38		£43,664
	39		£44,635
Scale M	40		£45,637
	41		£46,631
	42		£49,006
	43		£50,238
Scale N	44		£51,489
	45		£52,788
	46		£54,108
	47		£57,255
Scale N	48		£58,903
	49		£60,595
	50		£62,333
Scale O	51		£64,113
	52		£67,625
	53		£69,546
	54		£71,529
	55		£73,567
	56		£75,661