

Date ratified at Full
Directors Meeting
25 April 2022

Review
Resources Committee

St John the Baptist



Catholic Multi Academy Trust

PAY POLICY ANNEX – Pay Scales as at 1 September 2021

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

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



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Annex to the Pay Policy - Pay Scales (as at 1st September 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
	01/09/2021	01/09/2021
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	£6,000
TLR 2d	£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	£18,418
Point 2	£20,531
Point 3	£22,642
Point 4	£24,505
Point 5	£26,620
Point 6	£28,735

Support Staff Pay Scales from 01 April (Norfolk)		Apr-21
Scales	SCP	Salary
Scale A	1	£18,332
Scale B	2	£18,517
Scale C	3	£18,887
	4	£19,264
Scale D	5	£19,650
	6	£20,043
Scale E	7	£20,443
	8	£20,852
	9	£21,269
	10	£21,695
Scale F	11	£22,129
	12	£22,571
	13	£23,023
	14	£23,484
	15	£23,953
	16	£24,432
Scale G	17	£24,920
	18	£25,419
	19	£25,927
	20	£26,445
	21	£26,974
Scale H	22	£27,514
	23	£28,227
	24	£29,174
Scale I	25	£30,094
	26	£30,984
Scale J	27	£31,894
	28	£32,798

Scales	SCP	Salary
Scale J	29	£33,486
	30	£34,373
	31	£35,336
Scale K	32	£37,318
	33	£38,343
	34	£39,395
	35	£40,480
Scale L	36	£41,589
	37	£43,465
	38	£44,428
	39	£45,416
	40	£46,436
Scale M	41	£47,447
	42	£49,863
	43	£51,117
	44	£52,390
	45	£53,712
	46	£55,055
Scale N	47	£58,257
	48	£59,934
	49	£61,655
	50	£63,424
Scale O	51	£65,235
	52	£68,808
	53	£70,763
	54	£72,781
	55	£74,854
	56	£76,985