

Date ratified at Full  
Directors Meeting  
**11 December 2023**

Review  
Resources Committee

St John the Baptist



Catholic Multi Academy Trust

## **PAY POLICY ANNEX – Pay Scales as at 1 September 2023**

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

### **THE TRUST MISSION STATEMENT**

Inspired by the life of Christ, we provide an exceptional education in our Catholic schools enabling our children to fully embrace all possibilities, flourish, develop their faith and therefore to choose a path that enables them to be a positive influence upon our world.

*'Prepare the Way' Mark 1:3*



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## Annex to the Pay Policy - Pay Scales (as at 1<sup>st</sup> September 2023)

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

L01	£47,185	L16	£68,397	L31	£98,613
L02	£48,364	L17	£69,968	L32	£101,065
L03	£49,537	L18	£71,727	L33	£103,576
L04	£50,806	L19	£73,506	L34	£106,136
L05	£52,072	L20	£75,329	L35	£108,775
L06	£53,378	L21	£77,192	L36	£111,467
L07	£54,815	L22	£79,110	L37	£114,238
L08	£56,080	L23	£81,068	L38	£117,066
L09	£57,480	L24	£83,079	L39	£119,918
L10	£58,955	L25	£85,144	L40	£122,911
L11	£60,487	L26	£87,250	L41	£125,981
L12	£61,880	L27	£89,413	L42	£129,138
L13	£63,427	L28	£91,630	L43	£131,056
L14	£65,009	L29	£93,899		
L15	£66,626	L30	£96,237		

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

CE01	L40	£122,911
CE02	L41	£125,981
CE03	L42	£129,138
CE04	L43x	£132,368
CE05	L44x	£135,677
CE06	L45x	£139,069
CE07	L46x	£142,546

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

Point 1	£30,000
Point 2	£31,737
Point 3	£33,814
Point 4	£36,050
Point 5	£38,329
Point 6	£41,333

### Norfolk Advisory Upper Ray Range (NAUPR)

Point 1	43,266
Point 2	44,870
Point 3	46,525

## Teaching and Learning Responsibility

TLR 1	£9,272	£15,690
TLR 2	£3,213	£7,847
TLR 3	£639	£3,168

## Reference points for TLRs

TLR 1a	£9,272
TLR 1b	£11,407
TLR 1c	£13,684
TLR 1d	£15,076
TLR 2a	£3,213
TLR 2b	£5,352
TLR 2c	£6,710
TLR 2d	£7,847

## SEN Allowances

Minimum	£2,539
Maximum	£5,009

## Norfolk Advisory Leading Practitioner Pay Range (NALP)

Point 1	£47,417
Point 2	£48,603
Point 3	£49,817
Point 4	£51,056
Point 5	£52,328
Point 6	£53,639
Point 7	£55,083
Point 8	£56,354
Point 9	£57,763
Point 10	£59,244
Point 11	£60,784
Point 12	£62,183
Point 13	£63,739
Point 14	£65,327
Point 15	£66,957
Point 16	£68,733
Point 17	£70,314
Point 18	£72,085

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

Point 1	£20,597
Point 2	£22,960
Point 3	£25,323
Point 4	£27,406
Point 5	£29,771
Point 6	£32,133

Support Staff Pay Scales from 01 April (Norfolk)		Apr-23
Scales	SCP	Salary
Scale A	1	£22,371
Scale B	2	£22,371
Scale C	3	£22,737
	4	£23,114
Scale D	5	£23,500
	6	£23,893
Scale E	7	£24,293
	8	£24,702
	9	£25,119
	10	£25,545
Scale F	11	£25,979
	12	£26,421
	13	£26,873
	14	£27,334
	15	£27,803
Scale G	16	£28,282
	17	£28,770
	18	£29,269
Scale H	19	£29,777
	20	£30,295
	21	£30,824
	22	£31,364
Scale I	23	£32,077
	24	£33,024
Scale J	25	£33,944
	26	£34,834
	27	£35,744
	28	£36,648

Scales	SCP	Salary
Scale J	29	£37,336
	30	£38,223
	31	£39,186
Scale K	32	£41,168
	33	£42,193
	34	£43,245
	35	£44,330
	36	£45,439
Scale L	37	£47,315
	38	£48,278
	39	£49,266
	40	£50,286
	41	£51,297
Scale M	42	£53,798
	43	£55,100
	44	£56,423
	45	£57,795
	46	£59,191
Scale N	47	£62,517
	48	£64,259
	49	£66,047
	50	£67,885
	51	£69,766
Scale O	52	£73,478
	53	£75,509
	54	£77,605
	55	£79,758
	56	£81,972