



## **Executive/ Leadership Pay**

### **Headteachers' pay**

Each school is assigned a headteacher group in accordance with the school teachers pay and conditions document (STPCD). The pay range for the headteacher of that school would usually flow from that calculation. But that is unlikely to be appropriate for an executive HT (EHT) and the Board might therefore consider how to reflect context and challenge. Where the EHT is the named headteacher for each school the headteacher group can be calculated by the application of the total unit score of all the schools – and since all schools are included any addition to reflect context and challenge may be double counting.

If EHT is HT of only one school, then the group calculation can reflect only that school – and the context and challenge element should reflect the additional responsibilities. STPCD allows pay range to be set at a maximum of up to 25% above the top of the relevant HT group range. Above that independent advice is required.

### **CEO pay**

The role of CEO sits outside STPCD since for those purposes it ceases to be considered a “teaching role” (but see below in relation to pensions). However some parameters need to be set – and ideally a pay range. That might be set by choosing a pay range from elsewhere in the public sector (e.g. senior civil service) – but using the principles set out above to determine the most appropriate range. A calculation of the group size for DEALT might be a useful starting parameter for the CEO’s pay range.

There is no requirement in STPCD for there to be a pay differential between staff – but the Board should consider the gap between the pay of the CEO and of other heads.

Pension needs to be considered. There is no definition of ‘teacher’ in the Teachers’ Pensions Regulations, but ‘teaching work’ is described in other education and teaching legislation as:

- “(i) planning and preparing lessons and courses for pupils
- (ii) delivering lessons to pupils
- (iii) assessing the development, progress and attainment of pupils
- (iv) reporting on the development, progress and attainment of pupils...”

Whilst CEOs may not be involved in planning and delivering lessons or frontline teaching, they should be actively engaged in the academic side of the schools and report on items (iii) and (iv)

above, i.e. assessing and reporting on the development and progress of students. Employers may therefore consider their role to be within the scope of the TPS.

However, if there is little or no 'teaching work' and the role is akin to that of a business administrator, it may be more appropriate for the CEO post to fall outside the TPS and come under another arrangement. That would make it less attractive to career headteachers.

Employers participating in the TPS are required to consider individual roles to determine whether the postholder meets the eligibility requirements in relation to their contract of employment. The TPS would expect an employer to satisfy themselves that the detail of the role has been accurately captured within the person's job description and that the employer could defend their decision on membership of the TPS, if challenged. It is for each employer to determine the eligibility of the individual to membership of the TPS in accordance with the Teachers' Pensions Regulations. The person must undertake some academic and teaching roles.

Any executive heads/principals or CEOs who occupy a financial or administrative role would not be eligible for membership of the TPS.

If an individual is incorrectly placed into membership of the scheme, action will be taken by the TPS to correct the position and the contributions refunded, so it is important employers carefully consider and assess individual roles before taking a decision as to which pension scheme is most appropriate.