

ST EDMUND'S CATHOLIC SCHOOL, DOVER

PAY AND REWARD

POLICY STATEMENT

St Edmund's Catholic School is a voluntary aided school.

As such, the Governing Body is ever mindful of its responsibilities as the employer of all staff employed by the School.

The Governing Body follows the General Principles laid down in the Pay and Reward Policy (2004) document issued by the School's Personnel Service of Kent Education Authority.

In addition, The Governing Body follows the guidance and instructions regarding the paying and rewarding of staff in Roman Catholic Schools given by the Roman Catholic Bishops' Conference of England & Wales.

The Governing Body accepts and implements the Pay and Reward Policy issued by its local education authority regarding:

- Support staff
- Teachers
- Advanced skills teachers
- The leadership group.

As a denominational school, the Governing Body acknowledges the special place that the teaching of Religious Studies is given in the curriculum of St. Edmund's Catholic School. Accordingly, teachers of Religious Studies may be given a status within the School's staff structure different from that given in a non-denominational school. This may be a factor in determining the salary of teachers of Religious Studies within our Catholic School.

Whenever it is appropriate to do so, The Governing Body will implement the Procedures for Considering Pay Decisions and Appeals as laid down in our local education authority's Pay and Reward Policy (2004) document.

St. Edmund's Catholic School applies the National Criteria for Teachers' Incremental Progression on the Upper Pay Range and Leadership Scale.

St Edmund's Catholic School adheres to the Performance Management Regulations regarding pay progression for teachers.

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