

GDST

GIRLS' DAY SCHOOL TRUST



Support staff pay 2019-20

Pay and progression

The GDST has its own pay and grading structure for support staff, based on a job evaluation system.

GDST pay bands apply and offer attractive salaries compared with similar jobs in the local market.

There are two sets of pay bands - one for all London schools and one for all schools outside greater London (see opposite).

The bands are reviewed annually in consultation with the GDST's recognised trade union - the NEU (National Education Union).

Staff are eligible to move up their pay band to the maximum point through annual pay reviews, subject to individual performance.

The pay and benefits outlined here apply to staff in GDST fee-paying schools - staff in GDST academies have different pay and conditions.

Other benefits of working in a GDST school include:

- access to the GDST defined contribution pension scheme.
- free life assurance.
- access to the GDST central training and development programme.
- training grants for obtaining further qualifications.
- up to 50% discount on fees for children at GDST schools.
- an employee assistance programme, offering free and confidential counselling.
- interest free loans for training, computer purchase or season tickets; Cycle to Work scheme.
- free lunch during term-time.
- reduced rate medical insurance.
- access to the benefits offered by the GDST Alumnae Network.
- Subsidised use of school facilities (where available).
- Competitive terms and conditions of employment.

The pay bands opposite apply to:

- administrative staff.
- teaching and pupil support staff.
- technical staff.
- facilities staff.

Pay bands from 1st September 2019

London

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
Minimum	£19,950	£20,289	£22,095	£27,432	£35,544
Maximum	£20,289	£23,520	£28,656	£37,188	£48,669

Regional

	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5
Minimum	£17,016	£17,502	£17,502	£22,971	£31,719
Maximum	£18,051	£19,692	£24,390	£32,814	£44,841

Middle leaders

		Minimum	Maximum
Level 1	London	£42,822	£54,384
	Regional	£39,744	£50,202
Level 2	London	£44,970	£56,472
	Regional	£41,310	£51,771
Level 3	London	£47,064	£59,610
	Regional	£43,404	£54,384
Level 4	London	£50,202	£63,798
	Regional	£44,970	£57,522

Senior leaders (SLT) - Level 1

	Minimum	Maximum
London	£59,610	£77,388
Regional	£53,340	£70,068

Senior leaders (SLT) - Level 2 (support)

		Minimum	Maximum
Up to 600 pupils	London	£59,610	£82,620
	Regional	£54,384	£74,256
601-800 pupils	London	£62,748	£85,758
	Regional	£57,522	£78,435
801+ pupils	London	£65,886	£89,937
	Regional	£60,660	£82,620

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