

GDST

GIRLS' DAY SCHOOL TRUST



Teachers' Pay 2019-20

Pay & progression

The GDST recognises and rewards leadership and teaching excellence in its schools. It has its own pay and grading structure, and system of career and pay progression.

The GDST offers attractive salaries and pay progression, when compared with the education sector generally. There are two sets of pay bands, one for London schools (both inner and outer London), and one for schools outside greater London. These bands are reviewed annually, in consultation with the GDST's recognised trade union, the National Education Union (NEU).

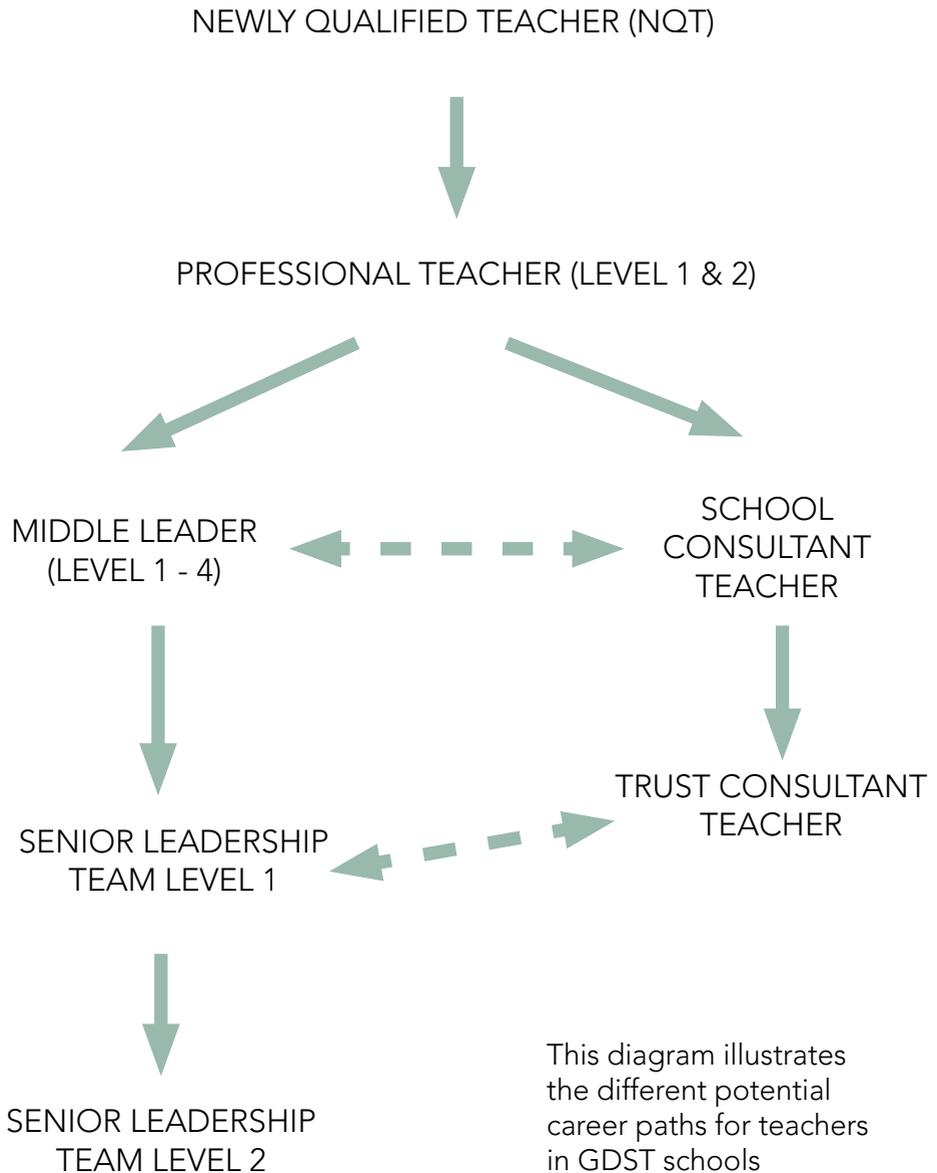
All staff are eligible to move through their pay band towards the grade maximum through annual pay reviews, subject to individual performance.

The pay and benefits outlined here apply to GDST fee-paying schools.

Other benefits of teaching in a GDST school include:

- 176 teaching days per year (190 in maintained sector)
- membership of the Teachers' Pension Scheme
- free lunch during term-time
- four weeks' study leave for teachers after ten years' continuous service
- training grants for obtaining further qualifications
- access to the GDST central training and development programme
- an employee assistance programme, offering free and confidential counselling
- generous sick pay entitlement
- accredited NQT induction
- interest free loans for training, computer purchase or season tickets; Cycle to Work scheme
- access to the benefits offered by the GDST Alumnae Network
- up to 50% discount on fees for children at GDST schools

GDST teaching career pathways



GDST teacher standards

Newly-qualified and professional teachers

Progression through the professional teacher grades is based on meeting targets set on the basis of the GDST teacher standards. This is achieved through a combination of experience and expertise.

Our expectation is that GDST teachers are:

- **Caring** – committed to the safety, welfare and happiness of their pupils
- **Effective** – supporting pupils to learn and achieve in line with their potential
- **Knowledgeable** – demonstrating in-depth subject knowledge and first-rate classroom teaching
- **Engaged** – passionate about learning within and beyond the classroom

These developmental standards are expected of teachers from the start of and throughout their careers, while allowing for growth as classroom practitioners.

School consultant teachers

support teaching excellence in their schools. First-rate classroom practitioners who more than meet the GDST teacher standards, they are also expected to make an impact on others and on the school as a whole, using their knowledge and skills to improve the practice of their colleagues and enhance learning across the school. They support and develop their colleagues and are recognised not just as expert practitioners, but also as being willing to share that expertise.

Trust-wide consultant teachers

are exceptional practitioners who contribute positively to the overall atmosphere and culture of their school, and also take on further roles within the wider GDST community.

Pay bands - newly-qualified & professional teachers

Newly-qualified teachers (NQTs)

	On joining	After one year
London	£32,421	£35,562
Regional	£26,148	£29,286

NQT teachers progress to PL1 at the next annual review after successful completion of their NQT period

Professional level 1

	Minimum	Maximum
London	£35,562	£41,838
Regional	£29,286	£35,562

Professional level 2

	Minimum	Maximum
London	£39,744	£52,293
Regional	£33,468	£46,017

Pay bands - unqualified teachers

	Minimum	Maximum
London	£23,013	£35,562
Regional	£18,828	£29,286

Pay bands - consultant teachers & middle leaders

School consultant teacher

	Minimum	Maximum
London	£47,064	£57,522
Regional	£40,788	£51,246

Trust-wide consultant teacher

	Minimum	Maximum
London	£52,293	£62,748
Regional	£47,064	£57,522

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

Pay bands - senior leadership teams

Senior leaders (SLT) - Level 1

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

Senior leaders (SLT) - Level 2 (Deputy Head)

		Mimimum	Maximum
Up to 600 pupils	London	£66,933	£82,620
	Regional	£60,660	£74,256
601-800 pupils	London	£70,068	£85,758
	Regional	£64,056	£78,435
801+ pupils	London	£73,470	£89,937
	Regional	£67,458	£82,620

These salaries are based on the size of the all-through school

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