

GDST

GIRLS' DAY SCHOOL TRUST



Teachers' Pay 2018-19

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).

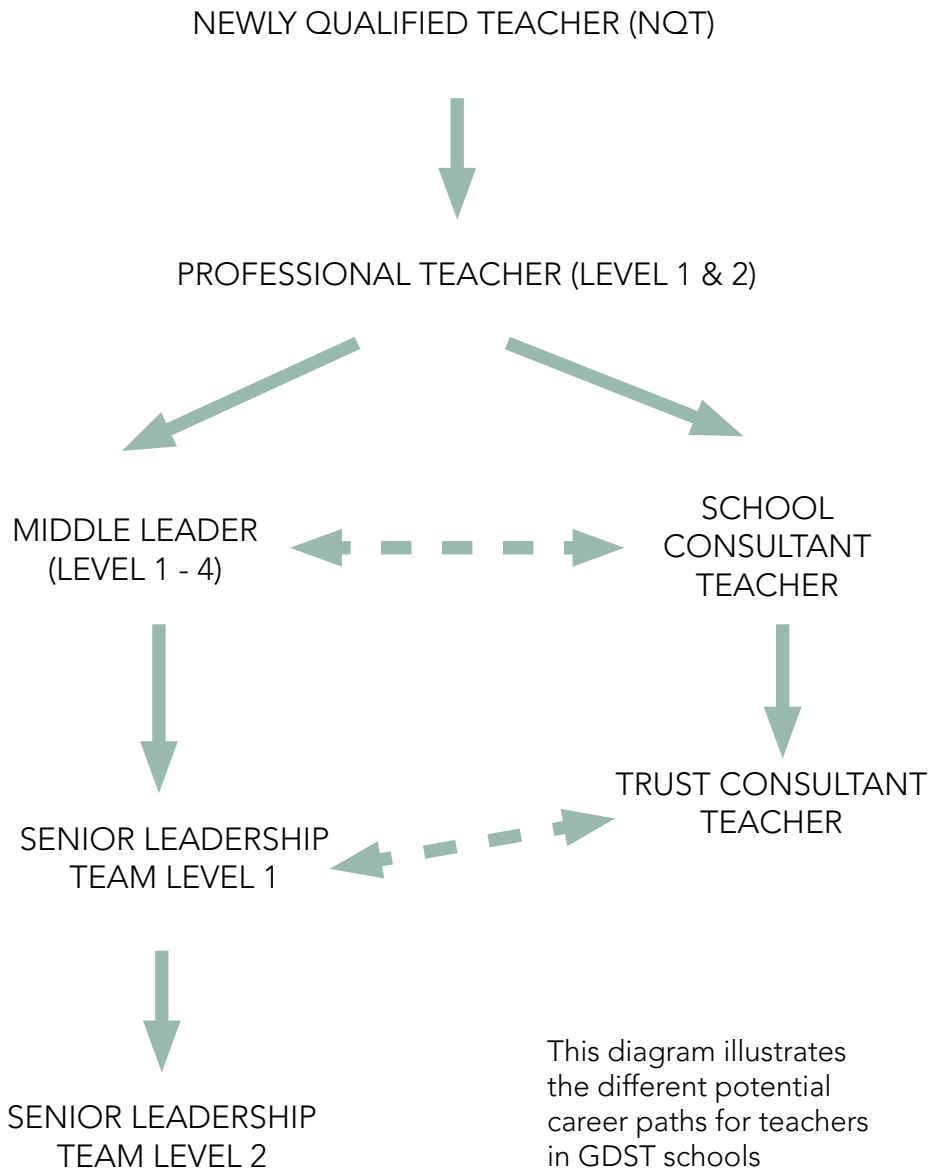
In most cases, new staff will be recruited between the start and mid-points of their pay band. All staff are eligible to move through their pay band towards the grade maximum through annual pay review.

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
- sickness benefits equivalent to the maintained sector
- 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	£32,100	£35,211
Regional	£25,890	£28,995

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

Professional level 1

	Minimum	Maximum
London	£35,211	£41,421
Regional	£28,995	£35,211

Professional level 2

	Minimum	Maximum
London	£39,348	£51,774
Regional	£33,138	£45,561

Pay bands - unqualified teachers

	Minimum	Maximum
London	£22,785	£35,211
Regional	£18,639	£28,995

Pay bands - consultant teachers & middle leaders

School consultant teacher

	Minimum	Maximum
London	£46,596	£56,952
Regional	£40,383	£50,739

Trust-wide consultant teacher

	Minimum	Maximum
London	£51,774	£62,127
Regional	£46,596	£56,952

Middle leaders

		Minimum	Maximum
Level 1	London	£42,456	£53,844
	Regional	£39,348	£49,704
Level 2	London	£44,526	£55,914
	Regional	£40,902	£51,258
Level 3	London	£46,596	£59,019
	Regional	£42,972	£53,844
Level 4	London	£49,704	£63,165
	Regional	£44,526	£56,952

Pay bands - senior leadership teams

Senior leaders (SLT) - Level 1

	Minimum	Maximum
London	£59,019	£76,623
Regional	£52,809	£69,375

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

		Mimimum	Maximum
Up to 600 pupils	London	£66,270	£81,801
	Regional	£60,060	£73,518
601-800 pupils	London	£69,375	£84,909
	Regional	£63,423	£77,658
801+ pupils	London	£72,741	£89,046
	Regional	£66,789	£81,801

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

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