Award of Discretionary Increments

There is a general expectation that all GDST teachers are professional and effective teachers in terms of:

- Subject knowledge
- Appropriate teaching methods
- Pupil management
- Creating an effective classroom climate

On this basis, all teachers are able to move up to SCP 7 on the GDST teachers' salary scale.

To move beyond this salary point, something "extra" to basic effectiveness is required. The following guideline criteria will be used by the Principal in awarding discretionary increments to staff. Wherever possible, they relate to areas where there can be clear evidence that a teacher meets the particular criterion. However, there are some areas which are rather more intangible, and the Principal will (in keeping with customary practice) have to exercise a degree of qualitative judgement in deciding the extent to which a teacher meets criterion and whether or not this justifies salary progression. **The award of additional increments remains at the Governors' discretion in all cases and is subject to budgetary provision.** *Governors will also need to take into account whether a teacher's contribution in a particular area has already been recognised by the award of a management allowance.*

Guideline criteria for movement beyond SCP 7

(a) Evidence of subject knowledge **being kept up to date and expanded** (for those Junior School staff without subject specialisms, knowledge of the relevant key stage or general primary curriculum would apply)

(b) Evidence of teaching methodology being kept up to date and appropriately applied to encourage learning in **all** pupils.
*(**Note:** for the above two criteria, the initiative for personal development should come primarily for the individual rather than the school).*

(c) Participation in extra-curricular activities and the wider life of the school and/or significant contribution to the pastoral curriculum and/or the reinforcement of the values and ethos of the school.

(d) Flexibility and a positive response to change and new initiatives

(e) Quality of thinking and the ability to be creative

(f) Evidence of appropriate use of initiative and a drive for continuous improvement

(g) Evidence of effective team-working and the ability to establish and maintain effective relationships throughout the school; contribution to effective communication across the school.

(h) A contribution to the promotion and marketing of the school (this could include both direct and indirect contributions, such as partnership initiatives of Sixth Form activity)

(i) An enhanced sense of professionalism, demonstrated not only be meeting the criteria above, but in addition by such aspects as:

- Reliability of judgement
- A capacity to inspire trust and confidence
- The ability to create a desirable working climate which extends beyond the classroom
- Respect/value for others.

For progression to the discretionary scale up to SCP 11, there is no requirement that all the above criteria should be met in full. However, it would normally be expected that a teacher would meet criteria (a) to (c) and the majority of the other criteria in the least part.

If you wish to be considered for discretionary award, please apply in writing to the Principal on no more than 2 sides of A4 demonstrating how you believe you meet the criteria above. Applications must be submitted **before the Easter break**. The award of additional increments remains at the Governors' discretion in all cases and is subject to budgetary provision. Governors will also need to take into account whether a teacher's contribution in a particular area has already been recognised by the aware of a management allowance.