

SEN ALLOWANCE CRITERIA FOR MODEL PAY POLICY GUIDANCE

The Authority has given consideration to using the STPCD range for SEN allowances and as such feels that going forward in order to fully support our staff and the children they support a range of SEN points 1-4 should be used across schools and settings by using the guidance criteria below.

Each school or setting will need to ensure that they insert the criteria appropriate to their needs, within their own Pay Policy and ensure it is endorsed by governors and management boards as appropriate.

The allocation of any level of SEN allowance will be reviewed annually as part of the appraisal process.

SEN 1

Payable to all specialist teachers who:

- Teach pupils in one or more designated special classes or ARC in a school or, in the case of an unattached teacher in a service;
- In any non-designated setting (including any pupil referral unit) that is analogous to a designated special class, where the post:
 - 1) Involves a substantial element of working directly with children with SEN; (definition of substantial is 80% of a working week).
 - 2) Requires the exercise of a teacher's professional skills and judgement in the teaching of children with SEN; and
 - 3) Has a greater level of involvement in the teaching of children with SEN than is the normal requirement of teachers throughout the school or additional resources provision within the school or, in the case of an unattached specialist teacher or service where their job is working with children with SEND.

SEN 2

Payable to all specialist teachers who:

Meet the criteria for SEN1 and in addition have:

- Substantial SEND experience plus an appropriate basic qualification which will be identified as being appropriate to the school or setting in which they work (This criteria will be identified within the schools Pay Policy e.g. Postgraduate Certificate level qualification or equivalent).

SEN 3

Payable to all specialist teachers who:

Meet all of the criteria for SEN 1 and SEN 2 and in addition have:

- A relevant Postgraduate Diploma level qualification as identified by the school or setting in which they work (This criteria will be identified within the schools Pay Policy).
- Postgraduate Diploma in an area of SEND related to their job description or role e.g. in one of the following: Speech, Language and Communication, Maths/Dyscalculia, Autism, Social, Emotional and Mental Health, Dyslexia or an area of sensory impairment or physical disability . Evidence will also need to be provided of good performance through the last two Appraisals.

SEN 4

Payable to all specialist teachers who:

Meet all of the criterial for SEN 1, SEN 2 and SEN 3 and in addition have:

- A relevant Masters Level Qualification as required by the school or service.
- The Masters qualification must be relevant to the need of the school or setting and will be in an area of SEND as outlined in SEN 3. Evidence of good performance through the last two Appraisals will also need to be provided.

NOTE:

The introduction of this guidance will enable from September 2018 consideration to be given within schools and settings regarding the best way to use the added flexibility and the discretion to incorporate particular criteria to enable their school or setting to meet any particular identified need whilst providing transparency for staff on the progression within the allowance range.

Protection for staff on the current SEN allowances will be given until the Appraisal/ PDR in September 2019 when the annual review of the appropriate SEN point will be reviewed or any management of change during which the role of the post holder changes, whichever is the sooner.

Based on the current SEN payments within the Model Pay Policy the payments would be as follows:

SEN 1 - £2106

SEN 2 - £2790

SEN 3 - £3474

SEN 4 - £4158