



Our levels and salary bands

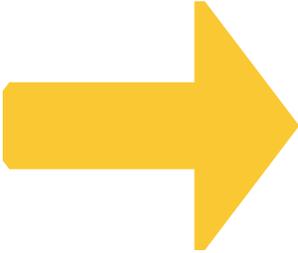


Where your role sits

Our levels structure



Our level structure

A large, solid yellow arrow pointing to the right, positioned to the left of the main text block.

We have six levels at Teach First. Each level has clearly defined expectations, and an associated salary band.

All of our roles fit into these levels, creating a consistent basis for valuing roles across the organisation.

Our level structure ensures that...

- You are rewarded fairly, as the expectations for each level are clearly defined;
- You have a chance to progress your career, as levels are broad enough to allow for development and growth in role and the expectations for the next (higher) level are clearly defined;
- We can manage your performance effectively, as there is a clear understanding of where everyone fits into the organisation and what is expected at each level.

What's expected at each level



- Individual contributor
- Entry level professional positions
- Organisational support roles

- Individual contributor
- Professional roles with broad understanding

- Management and supervisory roles
- Subject matter experts

- Senior management roles leading major subfunctions
- Technical specialists

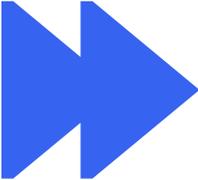
- Leads department
- Organisational expert in the profession/area

- Leads organisation
- Members of Exec
- Oversees the strategy, direction and activity of Teach First

Our salary bands



Our salary bands



Our pay structures ensure that we have a framework for paying people consistently and competitively.

Each of our six levels has an associated salary band with a minimum and maximum salary.

This means roles of comparable size, scale and complexity are equitably rewarded and are in line with external benchmarks.

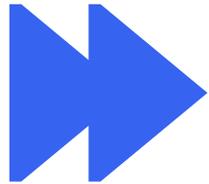


How we determine our salary bands

Each salary band represents the typical market spread of pay for a position, from employees still developing in role to expert practitioners.

This provides scope for pay progression within a level, based on employee contribution.

Our salary bands



These salary bands have been developed through external benchmarking and are competitive for our sector. We participate in salary surveys that give us these specific insights.

Our salary bands are reviewed annually, but this does not guarantee that the organisation will determine a budget to increase salary levels.

Our salary structure



The ranges of our salary structure are developed with reference to three points: the minimum, midpoint, and maximum for the range.

Minimum

This is the lowest salary that will be paid to employees at each level. Those being paid at, or close to, the minimum are likely to be still developing in their role or new employees who meet the minimum requirements for the role.

Midpoint

Those being paid at, or close to, the midpoint are likely to be fully proficient in their role with a history of sustained performance. New employees who greatly exceed the minimum requirements for a role might also be paid at the midpoint.

Maximum

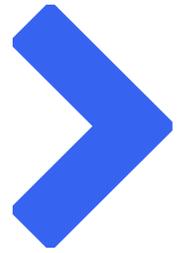
This is the highest salary that should be paid to individuals at each level. Those being paid at, or close to, the maximum are likely to greatly exceed the role requirements and performance objectives on a sustained basis. New employees should not be paid at the maximum point.

Our salary bands for 2019



Level	Minimum	Midpoint	Maximum
6	£90,141.23	£106,048.50	£121,955.78
5	£69,250	£86,562	£103,874
4	£47,426	£59,283	£71,139
3	£37,544	£46,930	£56,316
2	£24,765	£33,020	£41,275
1	£17,903	£23,870	£29,838

NB: All figures exclude London Weighting Allowance



London weighting

If you're appointed to the London area, you will be eligible to receive an enhancement to your basic pay in the form of London Weighting. **London Weighting is currently £3,000.**

You will be notified in writing of any change to this rate.

Upon transfer outside the London area, there shall be no entitlement to London Weighting.

London Weighting is prorated based on pro rata hours.



Building a fair education for all.

**And a great place to
work.**