**Review of Structure of Senior Team**

Background and proposal:

It is the intention of our most senior Deputy Headteacher to leave her post at the end of the academic year 2020/21. While not necessarily replicating her role at Deputy Head level, I am keen to ensure that we both retain the talent of other members of SLT that we have developed and to ensure that there is a crossover with an internally appointed Deputy Headteacher taking up the role prior to our existing senior Deputy Head leaving. In addition to this, my role as an Ofsted Inspector continues and I have also been invited to be Vice Chair of the Association of Secondary Heads in Essex (ASHE) which means that I will be Chair in 2021/22. These roles will necessarily take me out of school on occasions. Our senior Deputy Head is also required to be out of school frequently as part of her role and so it is imperative that we have appropriate deputising arrangements in place. I would like to propose that a third Deputy Headteacher is appointed internally from April 2020. This would not be a permanent change of structure; we would revert to having two Deputy Headteachers from September 2021

I am also aware that the individual salary scales (ISRs) for our Assistant Heads are not competitive and have given very limited progression. Our Assistant Heads have reached or will soon reach the top of their ISRs. These scales were put in place to be cost neutral when the current structure was put in place in 2016 and internally appointed colleagues were put on the Leadership Scale on a salary point just marginally above their Upper Pay Spine and TLR salary within the range L9-13. This meant that our highest paid newly appointed SLT members had very limited progression within the 5-point ISR as their starting point was only 2 points below the top. I would also like to propose, therefore, that our Assistant Headteacher ISRs move to L12-16 from September 2021, with an equivalent move for our Business Manager as detailed below. To ensure that there is an appropriate differential between the Assistant Head and Deputy Head ISRs, I would propose moving the Deputy Head ISRs to L21-25 from September 2021 as well.

These proposals are costed below:

* Easter 2020 – an existing member of SLT is promoted to Deputy Head LS18 (current scale LS18-22) following an appropriate selection process.
* Sept 2020 – the newly appointed Deputy Head is still paid on LS18
* Sept 2021 – All Deputy Heads ISRS are set to LS21-25 (new Deputy moves from LS18 to LS21)
* Sept 2021 – All Assistant Heads scale set to L12-16
* Sept 2021 – Business Managers scale set to 51-55 (currently 48-52)

**Cost Impact**

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **Cost Impact** | **Possible Senior DH Saving** | **Revised Impact** |
|  |  |  |  |
| 2019/20 | £2,915 | £0 | £2,915 |
| 2020/21 | £9,853 | £0 | £9,853 |
| 2021/22 | £27,591 | £102,440 | -£74,849 |
| 2022/23 | £45,026 | £102,440 | -£57,414 |
| 2023/24 | £64,621 | £102,440 | -£37,819 |

The cost impact is affordable within the current 5 year forecast even without any savings on the senior Deputy Head’s salary.

Carole Herman

June 2019