



## **Arrangements for Teachers Appraisal and Pay Progression for 2020/21 (COVID-19)**

All Senior Leaders within the trust continue to work together to adopt a flexible and pragmatic approach to managing this year's Performance Management and Appraisal cycle for Teaching staff. There has been no change to the requirements that there is an annual appraisal review, on which pay decisions are made effective from 1 September 2021 (see below for detail relating to the mid-year review).

We hope that the following statement will provide further clarity.

In all but exceptional cases, we will assume that staff will have remained on target for expected performance and will therefore receive pay progression in accordance with the school's Pay Policy. The pay committee will focus on ensuring parity in pay decisions.

As has always been the case, periods of ill-health or pregnancy related absence from work will be disregarded for appraisal purposes. We recognise that individual attendance/working may have been affected due to a range of factors during the enforced school closures and staff will not be disadvantaged for any of these reasons. Monitoring and support opportunities will have been disrupted, which may have impacted individuals' ability to meet objectives and/or develop their practice.

Where staff were subject to a monitoring period under either an informal or formal capability process prior to the school closures, this will have been stalled due to the difficulties in providing the necessary support and monitoring but also in terms of available work and management time. In such cases, the trust may consider withholding or deferring pay progression. Any decision taken will be reasonable within the context of each individual case and discussed in full with the staff member.

Staff should contact their line manager if they have any queries or concerns in the first instance.

### **Mid-year review (Spring 2021)**

Mid-year review meetings will still take place using the Blue Sky template.

We understand that completion of objectives will have been affected to varying degrees by the school closures during this academic year, but will assume that they are still relevant in terms of our school improvement agenda. The dialogue therefore will focus on how actions relating to the objectives, have been adapted in the light of the changing circumstances. There will also be a wider dialogue about wellbeing and ongoing professional development, as well as any other achievements or contributions relating to school improvement or the wider school life. The process of appraisal/performance management will not be informed by evidence relating to progress data.

All teaching staff are still expected to meet all of the [Teachers' Standards](#).