Monksdown Primary School

Where children come first

Chair of Governors: Mr M. Reynolds
Headteacher: Mrs J Price

Website: www.monksdownprimary.co.uk **Fax:** 0151 256 6281
Email: Monksdown-ao@monksdown.liverpool.sch.uk **Telephone:** 0151 226 1606
Address: Monksdown Road, Norris Green, Liverpool, L11 1HH **Twitter:** @monksdownschool

Minutes of Appraisal & Pay Committee meeting. **Thursday 16th October 2025**

In attendance: Martin , Josh & Jacquie

Appraisals were carried out for all teaching staff. Two members of staff had their appraisal review before they went on maternity leave. We had no new members of staff and therefore all reviews were carried out in our school.

The Headteacher's appraisal is planned for Thursday 27th November (supported by Mary Regan School Improvement Partner).

The leadership team had an agreed target that was whole school related to narrow the gap between Pupil Premium/disadvantaged & non-pupil premium/disadvantaged children. This target was agreed which was relevant to the experience of the teacher and the particular needs of children in the class they were teaching.

The outcome of the appraisals were agreed with the Headteacher. Some targets were achieved, partly achieved or not achieved and this was reflected in feedback to individual staff.

ECT's do not take part in the appraisal process and each have a mentor to support them. However, we have 3 ECT's who are in year two and will go up a point.

Decision: The teaching targets were agreed. The staff who did not pass their targets were challenged by appraisers and support/challenge will be given as appropriate in the coming year.

Decision: New whole school target related to the writing framework and improving outcomes for all children in school.

Decision: 8 teachers will go up the main pay scale by one point (including ECT's)

Decision: 1 teacher will move from main scale to Upper 1.

Decision: 1 teacher will move from Upper 1 to 2.

Decision: 2 teachers will move from Upper 2 to 3.

Decision: Assistant Headteacher to move from

Decision: Deputy Headteacher will move .

Decision to move Deputy one point to increasing numbers (3 form entry), support related to the many children in school with additional needs and extra work related, staff size has increased therefore attendance meetings and support meetings have increased and the decision not to replace Assistant Headteacher who left has meant additional workload.

Website: www.monksdownprimary.co.uk **Fax:** 0151 256 6281
Email: Monksdown-ao@monksdown.liverpool.sch.uk **Telephone:** 0151 226 1606
Address: Monksdown Road, Norris Green, Liverpool, L11 1HH **Twitter:** @monksdownschool

It is worth noting that school has a very experienced staff team with 15 teachers at Upper 3 and the top of their pay scales.

The middle leadership team have TLR 2's for KS1 lead & SEND, KS2 Lead & focus area, SEND & EYFS. Two staff have TLR3's for Pupil voice, Maths & EAL, Phonics & student mentor – these will be reviewed in by October 2026.

Governors thanked the staff for their hard work and dedication.

Signed: (Chair of Governors)

Martin