

Kent Scheme Schools Newsletter

From April 2025

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County Council have agreed the Pay Award for 2025/2026.

The Kent Scheme pay bands have been increased by at least 3%, and the minimum Kent Scheme pay rate rises to £12.71 per hour, which retains the Council's position above both the National and Foundation Living Wage.

We have not yet reached an agreement on the pay award with our recognised Trade Unions, as part of the local pay bargaining process.

Kent Scheme Pay Range

A new pay structure and approach to pay progression comes into effect from 1st April 2025. Transition arrangements for moving to the new structure are in place, which include temporary transition points for 2025/26 only and changes to the lengths of the grades between 2025-2027.

KSA will be paid at £12.71 per hour or £24,513 per annum, to reflect and continue to exceed both the rising National Living Wage which is now £12.21 and the increase in the Foundation (real) Living Wage to £12.60. This represents a 5% increase to KSA from last year.

The top of the Kent Scheme pay bands have been increased by the annual pay award of 3%. Exceptions to this are KSA to KSD, which have been increased by a higher percentage to maintain our pay policy principles and to accommodate the increase at KSA.

Kent Scheme Pay Grade	Entry	Temporary transition point 1	Middle	Temporary transition point 2	Top
KSM	£77,348	£79,671	£81,994	£84,317	£86,639
KSL	£68,295	£70,292	£72,288	£74,284	£76,280
KSK	£60,800	£62,461	£64,122	£65,783	£67,444
KSJ	£52,716	£54,599	£56,481	£58,364	£60,246
KSI	£45,672	£47,127	£48,581	£50,035	£51,489
KSH	£39,355	£40,742	£42,128	£43,514	£44,900
KSG	£34,421	£35,392	£36,363	£37,334	£38,304
KSF	£30,404	£32,078			£33,752
KSE	£27,852	£28,784			£29,716
KSD	£26,393	£27,053			£27,713
KSC	£25,252	£25,757			£26,262
KSB					£25,126
KSA					£24,513

The new grade bandings apply to Voluntary Controlled and Community Schools. Where a school does not follow the KCC pay award timeline (April) – an appropriate pay policy needs to be in place. In any event, schools cannot pay beneath the new statutory minimum from 1st April 2025. This is no different to previous years.

Foundation and Voluntary Aided schools are not obliged to follow Kent Scheme pay.

Appointing staff

Staff who are new to the organisation must be appointed at the entry salary of the grade unless there are exceptional circumstances based on business need in conjunction with the breadth and depth of skills and experience offered by the candidate. Headteachers/Managers who are appointing need to ensure that the starting salaries of their existing staff do not create pay inequity.

Staff who are promoted should also be appointed to the entry salary for the new grade unless their salary increase does not equate to at least a 2.5% from their current salary. In this case their new salary should be 2.5% more than their current salary, which will be above the bottom of the grade.

Pay and progression for Kent Scheme Terms and Conditions

As part of the transition arrangements to the new pay structure this year, anyone moving to the top of the grade as part of the mapping exercise will receive the increase consolidated into base pay.

Anyone who is mapped to a temporary transition point in the new pay structure, will remain on this salary point for 2025/26 only. They will subsequently move to the next fixed point in the structure on 1st April 2026 (or 1st September 2026 if on a September pay cycle) and this will be their anniversary date for progression purposes thereafter.

All staff will have a performance assessment each year on their anniversary date. This will be 1st April for existing staff transitioning to the new pay structure on 1st April 2025 (or 1st September if on a September pay cycle). Progression within the pay grade (with the exception of KSA and KSB, which are single salary points, and those at the top of the grade) is subject to, and informed by a positive performance assessment. Progression is by steps between the salary points and the length of time to progress between the steps is clearly defined for each grade.

For those individuals who receive a 'No' performance assessment rating on their anniversary date, if they are at the top of the grade they will receive no pay increase on 1st April 2026 (or 1st September 2026 if on a September pay cycle) for that year only. If they are at any other salary point in the grade, they will have their pay progression withheld for that year. There will no longer be deferred ratings.

Personal Performance Implications

KCC has decided that the 2025/26 pay award will be withheld for some staff in the following cases:

- Those with a live disciplinary warning at 31st March 2025, providing it hasn't already impacted on the 2024/25 TCP rating
- Those in a formal performance (non-health related) process on 31st March 2025.
- Those who have been in a formal performance process (non-health related) during 2024-2025 which concluded before 31st March 2025, but have not shown sustained performance for at least 6 months after the formal process closed. Once 6 months of sustained performance has been achieved, your manager or Head Teacher will liaise with their payroll to apply the pay award from this date (the pay award will not be backdated).

Those staff who will have the pay award withheld will still transition to the new pay structure on 1st April 2025.

The above is based on an April pay cycle so relevant dates will need to apply for a September pay cycle.

Having a conversation about your performance assessment is important

We recommend you discuss your performance assessment with your manager, to understand what you did well and to be clear on what your objectives are for the coming year and what good performance looks like. You may wish to think about what you need to discuss to support your development, performance and wellbeing throughout the year.

The Local Government Pension Scheme

The rate of pension contribution you make to the LGPS is based on different pay bands. The rate you pay will depend on how much you earn (including any pensionable allowances). This will be assessed on 1 April and reassessed if there are any change of circumstances, for example an increase of hours or promotion.

Your rate will be shown on your payslip in April and updated if any changes are made at a later date. If you think your contribution rate is incorrect you need to ring the number given on your payslip.

Band	Range	Contribution Rate
1	Up to £17,800	5.50%
2	£17,801 to £28,000	5.80%
3	£28,001 to £45,600	6.50%
4	£45,601 to £57,700	6.80%
5	£57,701 to £81,000	8.50%
6	£81,001 to £114,800	9.90%
7	£114,801 to £135,300	10.50%
8	£135,301 to £203,000	11.40%
9	£203,001 or more	12.50%

Additional Voluntary Contributions

If you wish to save more for your retirement, the LGPS in Kent has two AVC providers with whom you can choose to invest. For more information, visit the Kent Pension Fund website.

Kent Rewards

Kent Rewards is a platform available to Kent Scheme employees working in Voluntary Controlled and Community Schooos. This platform contains lots of information about the huge variety of benefits available to you.

For more information please visit [Kent Rewards](#).