

## RECOMMENDED PRINCIPAL ISRs AND VICE-PRINCIPAL RANGES

## Appendix 4E

The ISR is the 7- point pay range for the Principal which falls within the Group Range

The Vice-Principal Range is the 5-point range which falls between the salary of the highest paid teacher and the minimum of the ISR (see paragraph 1.2.3)

**The table below details the maximum point of the highest ISR and VP Range recommended for a school according to its unit total.**

**For example :**

(i) a school in Group 1 with a unit score of 450, the ISR could be either 6-12, 7-13, 8-14 or a maximum of 9-15. The VP Range could be 1-5 or 2-6 or 3-7.

(ii) a school in Group 4 with a unit score of 4500, the ISR could be 14-20, 15-21, 16-22, 17-23, 18-24, 19-25, 20-26 or 21-27. The VP Range could be any 5 point range from 1-5 up to 12-16 (subject to paragraph 1.2.3 of the Guidance in relation to overlapping)

**This table is not authority to re-set an existing Principal's ISR or a Vice-Principal Range. The only circumstances where ranges may be re-set are as follows:**

1. When the School moves into a new Group
2. On recruitment of a new Principal/Vice-principal
3. In order to retain an existing Principal or Vice-Principal
4. In order to comply with the overlapping rules (see paragraphs 1.2.3, 1.2.5, 1.5 and 1.6 of the Guidance)

Appendix F gives an example of the application of these procedures

Notes : 1	2	3	4	5
Principal Group and Point Range	Principal Group Range	Unit Total	Recommended ISR MAX	Recommended Vice Principal Range MAX
Group1 1-1000	L6 - 18	1-500	Up to L15	Up to L7
		501-1000	Up to L18	Up to L9
Group 2 1001-2200	L8 - 21	1001-1600	Up to L19	Up to L10
		1601- 2200	Up to L21	Up to L11
Group 3 2201-3500	L11 - 24	2201-2850	Up to L22	Up to L12
		2851-3500	Up to L24	Up to L14
Group 4 3501-5000	L14 - 27	3501-4250	Up to L25	Up to L15
		4251-5000	Up to L27	Up to L16
Group 5 5001-7500	L18 - 31	5001-6250	Up to L28	Up to L17
		6251-7500	Up to L31	Up to L19
Group 6 7501-11000	L21 -35	7501-9250	Up to L32	Up to L20
		9251-11000	Up to L35	Up to L22
Group 7 11001-17000	L24 - 39	11001-14000	Up to L37	Up to L23
		14001-17000	Up to L39	Up to L24
Group 8 17001 and over	L28 - 43	17001 - 20000	Up to L41	Up to L25
		20001and over	Up to L43	Up to L28

### Notes:

- 1 School Principal Group and Unit Total
- 2 Group Range - The range of points on the Leadership Pay Spine within which the Principal's ISR may fall
- 3 Unit Total - calculated in accordance with the number of pupils at each key stage on the school register on the most recent annual school census statistical return - see Appendix C
- 4 Maximum point of highest recommended ISR - In normal circumstances BOGs should not select an ISR with a maximum higher than indicated in this column. In many cases, an ISR with a lower maximum point will be appropriate.
- 5 Maximum point of highest recommended VP Range - In normal circumstances BOGs should not select a VP Range with a maximum higher than indicated in this column. In many cases, a VP Range with a lower maximum point will be appropriate.

