

## Specialist Science Teacher Recruitment “Golden Hello” and Performance Related Bonus

	<b>Recruitment &amp; Retention “Golden Hello” payment</b>
<b>Payment of Recruitment &amp; Retention “Golden Hello” Allowance:</b>	<ul style="list-style-type: none"> <li>A recruitment “Golden Hello” allowance of £5,000 is payable as a lump sum in the first salary payment (September) upon joining the Trust and will be agreed at interview and prior to start date between the Headteacher and the successful candidate dependent upon their qualifications, experience and track record of good/outstanding</li> </ul>
<b>“Golden Hello” Criteria:</b>	<ul style="list-style-type: none"> <li>The employee must be employed by the Trust for 2yrs or more to be eligible for the “Golden Hello” payment. If an employee leaves the Trust within the first 2 yrs the £5,000 is repayable with immediate effect.</li> <li>The candidate must not have applied for a job role or attended any interview with another organisation within the first 2yrs otherwise the £5,000 is repayable with immediate effect.</li> <li>The teacher must not have any management action warnings or any other discipline warnings on record within the first 2 yrs. Otherwise the £5,000 is repayable with immediate effect.</li> </ul>
	<b>Performance Related Bonus</b>
<b>Payment of Bonus:</b>	<ul style="list-style-type: none"> <li>A bonus of £5,000pa will be agreed at interview and prior to start date between the Headteacher and the successful candidate dependent upon their qualifications, experience and track record of good/outstanding GCSE science outcomes and pupil progress in current/previous employments as verified by referees</li> <li>The bonus is payable in 2 equal instalments on 25 January and 25 June if the employee meets the performance related criteria and is still employed by BCAT Trust on 1 Jan and 1 June each academic year</li> <li>The bonus has no end date and is payable as above and linked to the performance criteria as specified below.</li> </ul>
<b>Bonus Criteria:</b>	<ul style="list-style-type: none"> <li>The employee must be employed by the Trust on 1 January and 1 June to receive the bonus due that month</li> <li>The candidate must not have applied for a job role or attended any interview with another organisation prior to each payment date</li> <li>The candidate has excellent punctuality with less than 3 lates in any academic year (less than one per old term)</li> <li>The candidate has excellent attendance with 5 days or less absence due to either sickness or family related/personal absences. Attendance at CPD or medical appointments as per Trust policy will not count towards the 5 days.</li> </ul>

<p><b>Performance Bonus Criteria</b></p>	<p><b>Related</b></p> <ul style="list-style-type: none"> <li>• Students in the teachers own individual classes must make expected or more than expected progress in all external examinations (GCSE/A Level)</li> <li>• Students in the teachers own individual classes must be on track to make expected or more than expected progress as determined by school Monitoring and Tracking Data</li> <li>• The teacher must be at least a good teacher and a role model to others as evidenced by the Trust METAL (Monitoring and Evaluating Teaching and Learning) programme</li> <li>• The teacher must have good behaviour management techniques and classes be well-behaved and engaged as evidenced by student surveys, METAL programme, outcomes and behaviour statistics.</li> <li>• The teacher’s marking and assessment must meet or exceed the minimum standards set by the school and will be evidenced by the Trust METAL programme</li> <li>• The teacher must continue to meet all aspects of the person specification for the job role when advertised</li> <li>• The teacher must continue to meet all aspects of the Job Description</li> <li>• The teacher must continue to meet the Teachers Standards (and as appropriate Post Threshold Standards)</li> <li>• The teacher must continue to maintain good subject knowledge</li> <li>• The teacher must not have any management action warnings or any other discipline warnings on record.</li> </ul>
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