

## Specialist Mathematics Teacher, Performance Related Bonus

	<b>Performance Related Bonus</b>
<b>Payment of Bonus:</b>	<ul style="list-style-type: none"> <li>• A bonus between £7,500pa - £10,000pa 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 mathematics outcomes and pupil progress in current/previous employments as verified by referees</li> <li>• The bonus is payable in 3 equal instalments on 25 January, 25 May and 25 September if the employee meets the performance related criteria and is still employed by BCAT Trust on 1 Jan, 1 May and 1 September 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, 1 May and 1 September 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>
<b>Performance Related Bonus Criteria</b>	<ul style="list-style-type: none"> <li>• Students in the teacher's own individual classes must make expected or more than expected progress in all external examinations (GCSE/A Level)</li> <li>• Students in the teacher's 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> </ul>

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	<ul style="list-style-type: none"><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>