**Equated Pay**

**APPENDIX A**

**1. Equated Pay Calculation**

1.1 The calculation to determine your salary uses a percentage to calculate pro rata annual leave and bank holiday entitlements proportionate to the number of weeks worked per year:

 Working weeks per year X 5 (days per week) .

260.71 (weekdays per year) – equivalent full time holiday and bank holiday entitlement in days (see 2. below)

x 100 = percentage of all-year salary

1.2 Your total number of weeks’ pay may change as you accrue additional annual holidays on completion of five and ten years’ service (see 2. below).

**2. Annual Holidays**

2.1 As a term-time only employee, there is no entitlement to take annual leave during term-time. Payment for annual leave and public holidays is included in the salary formula (see 1. above).

The full time annual leave entitlement included in the salary formula is a follows:

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Basic entitlement** | **After 5 years’****service** | **After 10 years’****service** |
| **At or below scp 30** | 25 | 29 | 32 |
| **Above scp 30** | 27 | 32 | 34 |
| Annual leave entitlements are pro rata’d for part time and term time employees |

2.2 In addition to your annual holiday entitlement, you will be entitled to 8 public holidays (pro rata for part time/term time employees), which form part of the calculation in 1. above.

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