

**The Soulbury Committee  
Inspectors Organisers and Advisory Officers of Local Authorities**

24 August 2020

To: Chief Executives of County Councils and Metropolitan Districts and Unitary Authorities in England;  
Chief Executives of London Boroughs;  
Chief Executives of County Councils and County Borough Councils in Wales;  
Directors of Children's Services/Directors of Education of County Councils Metropolitan Districts and Unitary Authorities in England;  
Directors of Children's Services/Directors of Education of London Boroughs;  
Directors of Children's Services/Directors of Education of County Councils and County Borough Councils in Wales;  
Members of the Soulbury Committee  
Subscribers

Dear Sir/Madam

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**JOINT EDUCATION SERVICES CIRCULAR NO 218**

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**SOULBURY PAY AGREEMENT: 2020**

Following negotiations, we can confirm that the Soulbury Committee has reached an agreement on a pay award for 2020 which is as follows:

- an increase of 2.75% on all pay points on the Educational Improvement Professionals' pay spine, Young People's/Community Service Managers' pay spine and Educational Psychologists' pay spines on 1 September 2020;
- an increase of 2.75% on all London and Fringe area allowances on 1 September 2020.

The Soulbury Committee has also agreed to discussions on a without prejudice basis to review the current Soulbury pay structure.

A revised salary scale is attached for your information (Appendix I).

Yours sincerely



David Algie  
Employers Side Secretariat



David Powell  
Officers' Side Secretary

## Appendix I

### Educational Improvement Professionals

SCP	Current	01.09.20
1	35444	36419
2	36713	37723
3	37912	38955
4	39127	40203
5	40334	41443
6	41542	42684
7	42811	43988
8	44032*	45243*
9	45455	46705
10	46724	48009
11	47976	49295
12	49188	50541
13	50561**	51951**
14	51785	53209
15	53137	54598
16	54359	55854
17	55585	57114
18	56788	58350
19	58029	59625
20	58670***	60283***
21	59902	61549
22	60976	62653
23	62158	63867
24	63218	64956
25	64351	66121
26	65457	67257
27	66588	68419
28	67734	69597
29	68883	70777
30	70030	71956
31	71167	73124
32	72322	74311
33	73477	75498
34	74661	76714
35	75841	77927
36	77055	79174
37	78250	80402
38	79457	81642
39	80648	82866
40	81838	84089
41	83035	85318

42	84230	86546
43	85424	87773
44	86624	89006
45	87821	90236
46	89020	91468
47	90224	92705
48	91416****	93930***
49	92613****	95160***
50	93812****	96392***

### Notes to Educational Improvement Professionals above

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit and motivate staff.

*\*normal minimum point for EIP undertaking the full range of duties at this level.*

*\*\*normal minimum point for senior EIP undertaking the full range of duties at this level.*

*\*\*\*normal minimum point for leading EIP undertaking the full range of duties at this level.*

*\*\*\*\*extension to range to accommodate structured professional assessments.*

### Young People's / Community Service Manager

SCP	Current	01.09.20
1	36761	37772
2	37964	39008
3	39166	40243
4	40394*	41505*
5	41641	42786
6	42857	44036
7	44101**	45314**
8	45515	46767
9	46295	47568
10	47500	48806
11	48697	50036
12	49897	51269
13	51088	52493
14	52291	53729
15	53495	54966
16	54703	56207
17	55917	57455
18	57124	58695
19	58323	59927
20	59548***	61186***
21	60797***	62469***
22	62075***	63782***

23	63377***	65120***
24	64707***	66486***

## Notes to Young People's / Community Service Manager above

The minimum Youth and Community Service Officers' scale is 4 points.

Other salary scales to consist of not more than four consecutive points based on duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

*\*normal minimum point for senior youth and community service officers undertaking the full range of duties at this level (see paragraph 5.6 of the Soulbury Report).*

*\*\*normal minimum point for principal youth and community service officer undertaking the full range of duties at this level (see paragraph 5.8 of the Soulbury Report).*

*\*\*\*extension to range to accommodate discretionary scale points and structured professional assessments.*

### Trainee Educational Psychologists

SCP	Current	01.09.20
1	23884	24541
2	25632	26337
3	27378	28131
4	29128	29929
5	30875	31724
6	32623	33520

### Assistant Educational Psychologists

SCP	Current	01.09.20
1	29359	30166
2	30559	31399
3	31757	32630
4	32950	33856

### Educational Psychologists - Scale A

SCP	Current	01.09.20
1	37175	38197
2	39062	40136
3	40949	42075
4	42834	44012
5	44721	45951
6	46607	47889
7	48383	49714
8	50159	51538
9	51822*	53247*

10	53488*	54959*
11	55040*	56554*

### Notes to Educational Psychologists - Scale A above

Salary scales to consist of six consecutive points based on the duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

*\*Extension to scale to accommodate structured professional assessment points.*

### Senior and Principal Educational Psychologists

SCP	Current	01.09.20
1	46607	47889
2	48383	49714
3	50,159*	51538*
4	51822	53247
5	53488	54959
6	55040	56554
7	55678	57209
8	56869	58433
9	58050	59646
10	59251	60880
11	60428	62090
12	61628	63323
13	62849	64577
14	64029**	65790**
15	65266**	67061**
16	66490**	68318**
17	67723**	69585**
18	68954**	70850**

### Notes to Senior and Principal Educational Psychologists above

Salary scales to consist of not more than four consecutive points based on the duties and responsibilities attaching to posts and the need to recruit retain and motivate staff.

*\*Normal minimum point for the principal educational psychologist undertaking the full range of duties at this level.*

*\*\*Extension to range to accommodate discretionary scale points and structured professional assessments*

## **LONDON AREA PAYMENTS**

With effect from 1 September 2020 staff in the London area shall receive the following:

- (a) at the rate of £3182 (2019) and £3270 (2020) per annum to officers serving in the **Inner** area.
- (b) at the £2099 (2019) and £2157 (2020) per annum to officers serving in the **Outer** area.
- (c) at the rate of £811 (2019) and £833 (2020) per annum to officers serving in the **Fringe** area.
- (d) officers normally serving in the London area but temporarily employed elsewhere shall continue to receive London area payments at the rate appropriate to their normal area of employment.
- (e) in the case of an officer required to serve in different parts of the London areas or partly outside that area the officer shall be deemed to be serving in the area in which he is required to spend more than one half of his time.
- (f) for the purpose of this paragraph –

**The “Inner Area”** means the area of the London Boroughs of:

Camden, City of London, Greenwich, Hackney, Hammersmith & Fulham, Islington, Kensington & Chelsea, Lambeth, Lewisham, Southwark, Tower Hamlets, Wandsworth, Westminster (the former Inner London Education Authority), and the London Boroughs of Barking and Dagenham, Brent, Ealing, Haringey, Merton and Newham.

**The “Outer Area”** means Greater London excluding the Inner area.

**The “Fringe Area”** means:

Berkshire: the districts of Bracknell Slough Windsor and Maidenhead.

Buckinghamshire: the districts of Beaconsfield and Chiltern.

Essex: the districts of Basildon Brentwood Epping Forest Harlow and Thurrock.

Hertfordshire: the districts of Broxbourne Dacorum East Hertfordshire Hertsmere St. Albans Three Rivers Watford and Welwyn Hatfield.

Kent: the districts of Dartford and Sevenoaks.

Surrey: the whole County.

West Sussex: the district of Crawley.

**The “London Area”** comprises the Inner area the Outer area and the Fringe area