

PROGRESSION TO POINT 1 OF THE UPPER PAY SCALE FROM 1 SEPTEMBER 2025

(For principal's use to record decision on progression - to be *retained securely in school records – for audit trail purposes*)

School: _____

Teacher Name and TR No: _____

I have reviewed the performance of the above-named eligible teacher in accordance with the guidance issued.

1. My assessment within the four threshold standards is as follows:

Standard	Met Yes/No
Core values, understanding of the curriculum and professional knowledge	
Teaching and assessment of learning	
Contribution to raising standards through pupil achievement	
Effective professional development	

2. Use of Performance Review and Staff Development (PRSD) Review Statement(s);

PRSD Review Statements for the 2023/24 and 2024/25 academic year should be used, along with other evidence as required, to make a decision for an eligible teacher to progress to the Upper Pay Scale; if there is not one available for the 2023/24 or 2024/25 years then the most recent one (within the past 5 years) should be used.

I have used the most recent PRSD review statement(s) to help inform my assessment under the four threshold standards.	*Yes / No
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3. In assessing the overall performance of the eligible teacher I have also taken account of the following:

4. I recommend that _____ (teacher) be **PLACED / *NOT PLACED *(delete as appropriate)* on point 1 of the Upper Pay Scale with effect from 1 September 2025

Signed: _____(Principal) Date / /2025