

**Equated Pay**

**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:

$$\frac{\text{Working weeks per year} \times 5 \text{ (days per week)}}{260.71 \text{ (weekdays per year) – equivalent full time holiday and bank holiday entitlement in days (see 2. below)}} \times 100 = \text{percentage of all-year salary}$$

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:

	<b>Basic entitlement</b>	<b>After 5 years’ service</b>	<b>After 10 years’ service</b>
<b>At or below scp 30</b>	25	29	32
<b>Above scp 30</b>	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.