**Learning Support Assistants Pay Scale**

Learning Support Assistants are paid on an hourly basis. Their salary is calculated according to the number of weeks employed during term-rime (34 weeks), plus a holiday allowance (5.6 weeks) and attendance at Inset Days (1 week).

LSAs are paid according to a 4 point scale (L2-L5). Usually an LSA will begin work on point L2. Each year, the LSA's work is reviewed against criteria applied to each point of the scale. If the work of the LSA meets the critieria of a point higher than the one on which they are placed, they will be transferred to the new point with effect from the following September. At the discretion of the Headteacher and Leadership Group an LSA may be transferred to a higher point mid-academic year.

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| --- | --- | --- | --- | --- | --- |
| **Point** | **hourly rate of pay** | hours pw | weeks | **Annual Salary** | Equivalent Salary for working 52 weeks per year |
| **L2** | **11.45** | 37.5 | 40.6 | **17432** | 22327 |
| **L3** | **11.70** | 37.5 | 40.6 | **17813** | 22815 |
| **L4** | **12.20** | 37.5 | 40.6 | **18574** | 23790 |
| **L5** | **12.50** | 37.5 | 40.6 | **19031** | 24375 |

An LSA who works a number of hours per week different to 37.5 will have their salary adjusted accordingly. The following are examples of this. The first is an LSA on point L2 who works 35 hours per week and the second is one on point L5 who works 20 hours per week.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Point** | **hourly rate of pay** | hours pw | weeks | **Annual Salary** | Equivalent Salary for working 52 weeks per year |
| **L2** | **11.45** | 35 | 40.6 | **16270** | 20839 |
| **L5** | **12.50** | 20 | 40.6 | **10150** | 13000 |