

## TLR Payments and Criteria

Structured Summary of the Responsibilities and Criteria for each level of Teaching and Learning Responsibility (TLR) payment, including the referenced sub-paragraphs **a, b, c, d, e** from the statutory guidance:

### TLR1 – Higher-Level, Sustained Responsibility

- **Permanent** (while in the same post)
- **Includes** line management of a significant number of staff

Must meet **all** of the following criteria:

- a. Focused on Teaching and Learning
- b. Requires the Exercise of a Teacher's Professional Skills and Judgment
- c. Requires the teacher to Lead, Manage, and Develop a Subject or Curriculum Area, or to Lead and Manage Pupil Development across the Curriculum
- d. Has an Impact on the Educational Progress of pupils other than the Teacher's assigned classes or groups
- e. Involves Leading, Developing, and Enhancing the Teaching Practice of Other Staff

### TLR2 – Mid-Level, Sustained Responsibility

- **Permanent** (while in the same post)
- **Does not require** line Management of a Significant Number of Staff

Must meet the **same criteria** as TLR1 **except** for the Line Management requirement:

- a. Focused on Teaching and Learning
- b. Requires the Exercise of a Teacher's Professional Skills and Judgment
- c. Requires the teacher to lead, manage, and develop a subject or curriculum area, or to Lead and Manage Pupil Development across the Curriculum
- d. Has an Impact on the Educational Progress of Pupils Other than the Teacher's assigned classes or groups
- e. Involves Leading, Developing, and Enhancing the Teaching Practice of Other Staff

### **TLR3 – Time-Limited, Project-Based Responsibility**

Fixed-term only for:

- School Improvement Projects
- One-Off Externally Driven Responsibilities
- Tutoring or Catch-Up Programmes

Must meet **some** of the following (only **a**, **b**, and **d** are required):

- a. Focused on Teaching and Learning
- b. Requires the Exercise of a Teacher's Professional Skills and Judgment
- d. Has an Impact on the Educational Progress of Pupils Other than the Teacher's

**Note:** A teacher **cannot** hold more than one TLR1 or TLR2 concurrently, but **can** hold a TLR3 alongside either. This is explicitly stated in both the national **STPCD 2024** and the **LBBD Pay Policy**:

**“A teacher cannot hold more than one TLR1 or TLR2 concurrently.”**

*(STPCD 2024, Part 4, Paragraph 20.3 and LBBD Pay Policy, Paragraph 46)*