



Ministry
of Defence

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Dear [REDACTED]

Thank you for your email of 18 March in which you requested the following information:

Please could you provide me with the salary points scale (leadership scale) of
1/ Male Secondary Deputy Heads (Vice Principals) in MOD overseas schools which are King Richard School, Kings School and St John's School.
2/ Female Secondary Deputy Heads (Vice Principals) in the same MOD overseas secondary schools.
3/ The salary point scale that the Head Teacher posts were advertised at in 2018 for St John's School and King Richard School.

I am treating your correspondence as a request for information under the Freedom of Information Act (FOIA) 2000. A search for the information has now been completed within the Ministry of Defence, and I can confirm that information in scope of your request is held.

Pay scales for teaching posts are calculated before jobs are advertised. Information on the most recently advertised salary scales is provided in answer to your request, below. Specific salary levels of individuals currently holding these posts is personal information that is exempt from release under section 40 (Personal Data) of the FOIA. Section 40 is an absolute exemption and there is therefore no requirement to consider the public interest in deciding to withhold the information.

In answer to part one and two of your request, in the 2013 advert for a Deputy Head at Kings School, the salary scale listed was L12 to L16. In the 2016 advert for a Vice Principal for the Federation of St John's and King Richards Schools, the salary scale listed was L12 to L26. These scales do not differentiate between female and male candidates. The following statement is included in the adverts: 'The MoD is an Equal Opportunities employer and seeks to reflect the diverse community it serves. Applications are welcome from anyone who meets the stated requirements.'

In answer to part three of your request, the salary point scale for the Head Teacher post advertised in 2018 for St John's School was: L20 to L26. The salary point scale for the Head Teacher post advertised in 2018 for King Richard's School was: L17-L23.

Under Section 16 of the Act (Advice and Assistance) you may find it helpful to note that salary scale calculations are based on the Department of Education School teachers' pay and conditions document. The 2018 version is available at the link below:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/740575/School_teachers_pay_and_conditions_document_2018.pdf

If you have any queries regarding the content of this letter, please contact this office in the first instance. Following this, if you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely,



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