

| Kingston & Richmond | Service               | Position name                                          | Grade Name                                             |
|---------------------|-----------------------|--------------------------------------------------------|--------------------------------------------------------|
| Kingston & Richmond | Social Care           | Deputy Headteacher - Virtual School                    | Ops1 Centrally Employed Leadership Grade - L12-L14     |
| Kingston & Richmond | Social Care           | Deputy Headteacher - Virtual School                    | Ops1 Centrally Employed Leadership Grade - L12-L14     |
| Kingston & Richmond | Social Care           | Deputy Headteacher - Virtual School                    | Ops1 Centrally Employed Leadership Grade - L12-L14     |
| Kingston & Richmond | Education             | Head of Service - ESSl                                 | Ops1 Centrally Employed Teacher Grade - CET Lead 06-10 |
| Kingston & Richmond | Education             | Deputy Head of Service - Educational Inclusion Support | Ops1 Centrally Employed Teacher Grade - CET Lead 07-12 |
| Kingston & Richmond | Social Care           | Assistant Headteacher - Virtual School                 | Ops1 Centrally Employed Teacher Grade - CET Lead 07-12 |
| Kingston & Richmond | Social Care           | Assistant Headteacher - Virtual School                 | Ops1 Centrally Employed Teacher Grade - CET Lead 07-12 |
| Kingston & Richmond | Education             | Head of Service - Educational Inclusion Support        | Ops1 Centrally Employed Teacher Grade - CET Lead 14-18 |
| Kingston & Richmond | Education             | Specialist Teacher                                     | Ops1 Centrally Employed Teacher Grade - CET M1-M6      |
| Kingston & Richmond | Education             | Advisory Teacher                                       | Ops1 Centrally Employed Teacher Grade - CET Qual 01-03 |
| Kingston & Richmond | Education             | Lead Teacher                                           | Ops1 Centrally Employed Teacher Grade - CET Qual 01-03 |
| Kingston & Richmond | Social Care           | Lead Teacher                                           | Ops1 Centrally Employed Teacher Grade - CET Qual 01-03 |
| Kingston & Richmond | Social Care           | Lead Teacher                                           | Ops1 Centrally Employed Teacher Grade - CET Qual 02    |
| Kingston & Richmond | Education             | Advisory Teacher                                       | Ops1 Centrally Employed Teacher Grade - CET Qual 04    |
| Kingston & Richmond | Education             | Advisory Teacher                                       | Ops1 Centrally Employed Teachers Grade - CET Qual 01   |
| Kingston & Richmond | Education             | Advisory Teacher                                       | Ops1 Centrally Employed Teachers Grade - CET Qual 01   |
| Kingston & Richmond | Early Help            | Family Hub Parenting Lead                              | Ops1 Local Pay Grade - 29-34 - Bar 32                  |
| Kingston & Richmond | Finance and Intel     | Management Accountant                                  | Ops1 Local Pay Grade - 29-41 - Bar 35                  |
| Kingston & Richmond | Finance and Intel     | Management Accountant                                  | Ops1 Local Pay Grade - 29-41 - Bar 35                  |
| Kingston & Richmond | Business Efficiency   | Business Modernisation Lead                            | Ops1 Local Pay Grade - 33-36                           |
| Kingston & Richmond | Early Help            | Senior Child and Family Help Practitioner              | Ops1 Local Pay Grade - 33-36                           |
| Kingston & Richmond | Social Care           | Senior Personal Advisor                                | Ops1 Local Pay Grade - 33-36                           |
| Kingston & Richmond | Social Care           | Senior Personal Advisor                                | Ops1 Local Pay Grade - 33-36                           |
| Kingston & Richmond | Social Care           | Senior Personal Advisor                                | Ops1 Local Pay Grade - 33-36                           |
| Kingston & Richmond | Social Care           | Senior Personal Advisor                                | Ops1 Local Pay Grade - 33-36                           |
| Kingston & Richmond | Social Care           | Senior Social Worker                                   | Ops1 Local Pay Grade - 33-36                           |
| Kingston & Richmond | Social Care           | Senior Social Worker                                   | Ops1 Local Pay Grade - 33-36                           |
| Kingston & Richmond | Social Care           | Senior Social Worker                                   | Ops1 Local Pay Grade - 33-36                           |
| Kingston & Richmond | Workforce Development | Apprenticeship Assessor Lead                           | Ops1 Local Pay Grade - 33-36                           |
| Kingston & Richmond | Workforce Development | Learning and Development Training Lead                 | Ops1 Local Pay Grade - 33-36                           |
| Kingston & Richmond | Early Help            | Engagement Lead Youth Worker                           | Ops1 Local Pay Grade - 34-37                           |
| Kingston & Richmond | Early Help            | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Early Help            | Substance Misuse Specialist                            | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Early Help            | Substance Misuse Specialist                            | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Early Help            | Health + Wellbeing Senior Practitioner                 | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Early Help            | SHIFT Lead Guide - Senior Social Worker                | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Early Help            | Youth Justice Court Practitioner                       | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Early Help            | Advanced Social Worker - Child and Family Help         | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Early Help            | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Education             | Early Years Inclusion Advisor                          | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Education             | 14-25 Next Steps Programme Strategic Lead              | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Education             | Team Manager - PfA                                     | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Team Leader - Short Breaks                             | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Team Leader                                            | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
| Kingston & Richmond | Social Care           | Senior Practitioner                                    | Ops1 Local Pay Grade - 35-38                           |
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| Kingston & Richmond | Social Care           | Team Leader                                                    | Ops1 Local Pay Grade - 42-45          |
| Kingston & Richmond | Social Care           | Contextual Safeguarding Lead (Secondment)                      | Ops1 Local Pay Grade - 42-45          |
| Kingston & Richmond | Social Care           | Consultant Social Worker                                       | Ops1 Local Pay Grade - 42-45          |
| Kingston & Richmond | Strategy and Trar     | Digital Practice Consultant                                    | Ops1 Local Pay Grade - 42-45          |
| Kingston & Richmond | Health                | Lead Paediatric Occupational Therapist                         | Ops1 Local Pay Grade - 42-47          |
| Kingston & Richmond | Health                | Team Leader - Children's Community Nurse                       | Ops1 Local Pay Grade - 42-47          |
| Kingston & Richmond | Early Help            | Adolescent Safeguarding Manager                                | Ops1 Local Pay Grade - 43-46          |
| Kingston & Richmond | Early Help            | Health and Wellbeing Hub Manager                               | Ops1 Local Pay Grade - 43-46          |
| Kingston & Richmond | Early Help            | SHIFT Practice Manager                                         | Ops1 Local Pay Grade - 43-46          |
| Kingston & Richmond | Early Help            | Adolescent Safeguarding Manager                                | Ops1 Local Pay Grade - 43-46          |
| Kingston & Richmond | Education             | Early Years Advisory Team Manager                              | Ops1 Local Pay Grade - 43-46          |
| Kingston & Richmond | Education             | Clinical Specialist                                            | Ops1 Local Pay Grade - 43-46          |
| Kingston & Richmond | Education             | Specialist Advisory Teacher                                    | Ops1 Local Pay Grade - 43-46          |
| Kingston & Richmond | Education             | Clinical Specialist                                            | Ops1 Local Pay Grade - 43-46          |
| Kingston & Richmond | Education             | Clinical Specialist                                            | Ops1 Local Pay Grade - 43-46          |
| Kingston & Richmond | Education             | Clinical Specialist                                            | Ops1 Local Pay Grade - 43-46          |
| Kingston & Richmond | Education             | SEND Commissioning & Partnerships Lead                         | Ops1 Local Pay Grade - 43-46          |
| Kingston & Richmond | Business Efficiency   | Digital Transformation Strategic Lead                          | Ops1 Local Pay Grade - 44-47          |
| Kingston & Richmond | Health                | Head of Service - Short Breaks                                 | Ops1 Local Pay Grade - 44-47          |
| Kingston & Richmond | Social Care           | Commissioning Lead                                             | Ops1 Local Pay Grade - 44-47          |
| Kingston & Richmond | Social Care           | School Business Manager                                        | Ops1 Local Pay Grade - 44-47          |
| Kingston & Richmond | Social Care           | Head of Service - Supervised Contact Service                   | Ops1 Local Pay Grade - 44-47          |
| Kingston & Richmond | Strategy and Trar     | Market Transformation Lead                                     | Ops1 Local Pay Grade - 44-47          |
| Kingston & Richmond | Workforce Development | HR Systems and Payroll Manager                                 | Ops1 Local Pay Grade - 44-47          |
| Kingston & Richmond | Education             | Lead Clinician                                                 | Ops1 Local Pay Grade - 46-49          |
| Kingston & Richmond | Education             | SEND Tribunal & Mediation Manager                              | Ops1 Local Pay Grade - 46-49          |
| Kingston & Richmond | Education             | Head of Service - Governor Support                             | Ops1 Local Pay Grade - 47-50          |
| Kingston & Richmond | Education             | Specialist Educational Psychologist                            | Ops1 Local Pay Grade - 47-50          |
| Kingston & Richmond | Education             | Specialist Educational Psychologist                            | Ops1 Local Pay Grade - 47-50          |
| Kingston & Richmond | Health                | Head of Service - Health                                       | Ops1 Local Pay Grade - 47-52          |
| Kingston & Richmond | Education             | Specialist Educational Psychologist                            | Ops1 Local Pay Grade - 47-54 - Bar 50 |
| Kingston & Richmond | Education             | Specialist Educational Psychologist                            | Ops1 Local Pay Grade - 47-54 - Bar 50 |
| Kingston & Richmond | Education             | Specialist Educational Psychologist                            | Ops1 Local Pay Grade - 47-54 - Bar 50 |
| Kingston & Richmond | Business Efficiency   | Digital Programme Manager                                      | Ops1 Local Pay Grade - 48-51          |
| Kingston & Richmond | Social Care           | Fostering Branch Manager                                       | Ops1 Local Pay Grade - 48-51          |
| Kingston & Richmond | Social Care           | IRO/CP Chair                                                   | Ops1 Local Pay Grade - 48-51          |
| Kingston & Richmond | Social Care           | IRO/CP Chair                                                   | Ops1 Local Pay Grade - 48-51          |
| Kingston & Richmond | Social Care           | IRO/CP Chair                                                   | Ops1 Local Pay Grade - 48-51          |
| Kingston & Richmond | Social Care           | IRO/CP Chair                                                   | Ops1 Local Pay Grade - 48-51          |
| Kingston & Richmond | Social Care           | IRO/CP Chair                                                   | Ops1 Local Pay Grade - 48-51          |
| Kingston & Richmond | Social Care           | LADO                                                           | Ops1 Local Pay Grade - 48-51          |
| Kingston & Richmond | Social Care           | IRO/CP Chair                                                   | Ops1 Local Pay Grade - 48-51          |
| Kingston & Richmond | Social Care           | Independent Reviewing Officer                                  | Ops1 Local Pay Grade - 48-51          |
| Kingston & Richmond | Social Care           | Independent Reviewing Officer                                  | Ops1 Local Pay Grade - 48-51          |
| Kingston & Richmond | Social Care           | Independent Reviewing Officer                                  | Ops1 Local Pay Grade - 48-51          |
| Kingston & Richmond | Social Care           | Independent Reviewing Officer                                  | Ops1 Local Pay Grade - 48-51          |
| Kingston & Richmond | Strategy and Trar     | Childrens Systems Programme Lead                               | Ops1 Local Pay Grade - 48-51          |
| Kingston & Richmond | Business Service      | Head of Service - Intelligence and Improvement                 | Ops1 Local Pay Grade - 48-53 - Bar 51 |
| Kingston & Richmond | Business Service      | Head of Service - Learning and Development                     | Ops1 Local Pay Grade - 48-53 - Bar 51 |
| Kingston & Richmond | Business Efficiency   | Head of Service - Business Support                             | Ops1 Local Pay Grade - 49-52          |
| Kingston & Richmond | Social Care           | Registered Manager                                             | Ops1 Local Pay Grade - 49-52          |
| Kingston & Richmond | Early Help            | Strategic Head of Early Help and Data Transformation           | Ops1 Local Pay Grade - 50-53          |
| Kingston & Richmond | Education             | Head of Service - Anstee Bridge                                | Ops1 Local Pay Grade - 50-53          |
| Kingston & Richmond | Education             | Head of Service - Education Welfare                            | Ops1 Local Pay Grade - 50-53          |
| Kingston & Richmond | Social Care           | Designated Social Care Officer for SEND                        | Ops1 Local Pay Grade - 50-53          |
| Kingston & Richmond | Business Service      | Head of Service - Commissioning and Business Development       | Ops1 Local Pay Grade - 50-56 - Bar 54 |
| Kingston & Richmond | Business Service      | Head of Service - Employee Experience and Development          | Ops1 Local Pay Grade - 50-56 - Bar 54 |
| Kingston & Richmond | Business Service      | Head of Service - People and Payroll Operations                | Ops1 Local Pay Grade - 50-56 - Bar 54 |
| Kingston & Richmond | Business Service      | Head of Service - Finance: Ops 1                               | Ops1 Local Pay Grade - 50-56 - Bar 54 |
| Kingston & Richmond | Business Service      | Head of Service - Finance: Ops 1                               | Ops1 Local Pay Grade - 50-56 - Bar 54 |
| Kingston & Richmond | Business Service      | Head of Service - Strategy and Programmes                      | Ops1 Local Pay Grade - 50-56 - Bar 54 |
| Kingston & Richmond | Business Service      | Head of Service - Information Governance and Policy            | Ops1 Local Pay Grade - 50-56 - Bar 54 |
| Kingston & Richmond | Education             | Head of Service - School Admissions                            | Ops1 Local Pay Grade - 50-56 - Bar 54 |
| Kingston & Richmond | Education             | Head of Service - Education Business Partnerships + Vocational | Ops1 Local Pay Grade - 50-56 - Bar 54 |
| Kingston & Richmond | Education             | Head of Service - Advisory/Outreach Service for Autism/SLCN    | Ops1 Local Pay Grade - 51-54          |
| Kingston & Richmond | Education             | Deputy Head of Service - SEND                                  | Ops1 Local Pay Grade - 51-54          |
| Kingston & Richmond | Education             | Deputy Head of Service - SEN                                   | Ops1 Local Pay Grade - 51-54          |
| Kingston & Richmond | Education             | SEND Quality Assurance, Complaints and Improvement Manager     | Ops1 Local Pay Grade - 51-54          |
| Kingston & Richmond | Education             | Senior Educational Psychologist                                | Ops1 Local Pay Grade - 51-54          |
| Kingston & Richmond | Education             | Senior Educational Psychologist                                | Ops1 Local Pay Grade - 51-54          |
| Kingston & Richmond | Social Care           | Head of LADO Service                                           | Ops1 Local Pay Grade - 51-54          |
| Kingston & Richmond | Business Service      | Head of Service - Communications and Marketing                 | Ops1 Local Pay Grade - 53-56          |
| Kingston & Richmond | Education             | Lead School Improvement Advisor                                | Ops1 Local Pay Grade - 53-56          |
| Kingston & Richmond | Education             | Lead School Improvement Advisor                                | Ops1 Local Pay Grade - 53-56          |
| Kingston & Richmond | Education             | Lead School Improvement Advisor                                | Ops1 Local Pay Grade - 53-56          |
| Kingston & Richmond | Social Care           | Head of Service - Fostering IFA Responsible Manager            | Ops1 Local Pay Grade - 53-56          |
| Kingston & Richmond | Business Efficiency   | Head of Service - SEND Transport                               | Ops1 Local Pay Grade - 54-57          |
| Kingston & Richmond | Business Service      | Head of Service - Business Systems & Strategic IT Lead         | Ops1 Local Pay Grade - 54-57          |
| Kingston & Richmond | Business Service      | Head of Service - Safety and Premises Management               | Ops1 Local Pay Grade - 54-57          |
| Kingston & Richmond | Early Help            | Head of Service - Child and Family Help                        | Ops1 Local Pay Grade - 54-57          |
| Kingston & Richmond | Early Help            | Head of Service - Early Intervention and Community Services    | Ops1 Local Pay Grade - 54-57          |
| Kingston & Richmond | Early Help            | Head of Service - Specialist Adolescent Service                | Ops1 Local Pay Grade - 54-57          |

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|---------------------|---------------------------|--------------------------------------------------------------|----------------------------------------------------|
| Kingston & Richmond | Early Help                | Head of Service - Child and Family Help                      | Ops1 Local Pay Grade - 54-57                       |
| Kingston & Richmond | Education                 | Head of Service - Early Years                                | Ops1 Local Pay Grade - 54-57                       |
| Kingston & Richmond | Education                 | Head of Service - Special Educational Needs                  | Ops1 Local Pay Grade - 54-57                       |
| Kingston & Richmond | Education                 | Deputy Head of Service - Emotional Health/ EHS Lead at South | Ops1 Local Pay Grade - 54-57                       |
| Kingston & Richmond | Social Care               | Head of Service - Referrak and Assessment                    | Ops1 Local Pay Grade - 54-57                       |
| Kingston & Richmond | Social Care               | Head of Service - Safeguarding                               | Ops1 Local Pay Grade - 54-57                       |
| Kingston & Richmond | Social Care               | Head of Service - Children with Disabilities                 | Ops1 Local Pay Grade - 54-57                       |
| Kingston & Richmond | Social Care               | Head of Service - Leaving Care                               | Ops1 Local Pay Grade - 54-57                       |
| Kingston & Richmond | Social Care               | Head of Service - Looked After Permanency                    | Ops1 Local Pay Grade - 54-57                       |
| Kingston & Richmond | Social Care               | Head of Service - Referral and Assessmsent                   | Ops1 Local Pay Grade - 54-57                       |
| Kingston & Richmond | Social Care               | Head of Service - Safeguarding                               | Ops1 Local Pay Grade - 54-57                       |
| Kingston & Richmond | Social Care               | Head of Service - Single Point of Access                     | Ops1 Local Pay Grade - 54-57                       |
| Kingston & Richmond | Social Care               | Head of Service - Safeguarding (Secondment)                  | Ops1 Local Pay Grade - 54-57                       |
| Kingston & Richmond | Social Care               | Interim Head of Looked after Permanency                      | Ops1 Local Pay Grade - 54-57                       |
| Kingston & Richmond | Social Care               | Head of Practice Learning and Principal Social Worker        | Ops1 Local Pay Grade - 57-60                       |
| Kingston & Richmond | Social Care               | Head of Practice Learning and Principal Social Worker        | Ops1 Local Pay Grade - 58-61                       |
| Kingston & Richmond | Social Care               | Head of Service - Conferencing and Review                    | Ops1 Local Pay Grade - 58-61                       |
| Kingston & Richmond | Education                 | Associate Director for Emotional Health                      | Ops1 Local Pay Grade - 58-65 - Bar 62              |
| Kingston & Richmond | Education                 | Senior School Improvement Advisor                            | Ops1 Local Pay Grade - 62-65                       |
| Kingston & Richmond | Education                 | Senior School Improvement Advisor                            | Ops1 Local Pay Grade - 62-65                       |
| Kingston & Richmond | Health                    | Associate Director of Health Services                        | Ops1 Local Pay Grade - 64-71 - Bar 69              |
| Kingston & Richmond | Social Care               | Associate Director Permanency                                | Ops1 Local Pay Grade - 64-71 - Bar 69              |
| Kingston & Richmond | Business Efficiency       | Associate Director for Business Efficiency and Digital       | Ops1 Local Pay Grade - 64-71 - Bar 69              |
| Kingston & Richmond | Business Service          | Associate Director Workforce                                 | Ops1 Local Pay Grade - 64-71 - Bar 69              |
| Kingston & Richmond | Business Service          | Associate Director of Strategy and Transformation            | Ops1 Local Pay Grade - 64-71 - Bar 69              |
| Kingston & Richmond | Early Help                | Associate Director Family and Adolescents                    | Ops1 Local Pay Grade - 64-71 - Bar 69              |
| Kingston & Richmond | Education                 | Associate Director for Pupil Support                         | Ops1 Local Pay Grade - 64-71 - Bar 69              |
| Kingston & Richmond | Education                 | Associate Director for SEN and Disabilities                  | Ops1 Local Pay Grade - 64-71 - Bar 69              |
| Kingston & Richmond | Education                 | Associate Director School Place Planning                     | Ops1 Local Pay Grade - 64-71 - Bar 69              |
| Kingston & Richmond | Social Care               | Associate Director Provider Services                         | Ops1 Local Pay Grade - 64-71 - Bar 69              |
| Kingston & Richmond | Social Care               | Associate Director Identification and Assessment             | Ops1 Local Pay Grade - 64-71 - Bar 69              |
| Kingston & Richmond | Education                 | Principal School Improvement Advisor                         | Ops1 Local Pay Grade - 65-68                       |
| Kingston & Richmond | Education                 | Associate Director School Standards and Performance          | Ops1 Local Pay Grade - 65-71 - Bar 69              |
| Kingston & Richmond | Social Care               | Associate Director Safeguarding                              | Ops1 Local Pay Grade - 65-71 - Bar 69              |
| Kingston & Richmond | Leadership and Management | Director of Education Services                               | Ops1 Local Pay Grade - CO77-CO83                   |
| Kingston & Richmond | Business Service          | Chief Operating and Finance Officer                          | Ops1 Local Pay Grade - CO85-CO91                   |
| Kingston & Richmond | Education                 | Principal Educational Psychologist                           | Ops1 Soulbury Grade - Senior and prinical EP 01-18 |
| Kingston & Richmond | Education                 | Senior Educational Psychologist                              | Ops1 Soulbury Grade - Senior and prinical EP 07-13 |
| Kingston & Richmond | Education                 | Lead Exclusion Reintegration Officer                         | Ops1 TUPE RBK Grade - I 33-38                      |
| Kingston & Richmond | Social Care               | Senior Social Worker                                         | Ops1 TUPE RBK Grade - I 35-38 - Bar H              |