

**COMMITTEE:** ADMINISTRATION AND REGULATION COMMITTEE

**DATE:** 4<sup>TH</sup> NOVEMBER 2019

**SUBJECT:** MODEL WHOLE SCHOOL PAY POLICY 2019

**REPORT BY:** SERVICE DIRECTOR, HUMAN RESOURCES AND MONITORING OFFICER

**CONTACT OFFICER:** SHARON DICKMAN, HR ADVISER SCHOOLS & TRADED SERVICES 01582 548190

**IMPLICATIONS:**

|            |   |                  |   |
|------------|---|------------------|---|
| LEGAL      | ✓ | COMMUNITY SAFETY |   |
| EQUALITIES |   | ENVIRONMENT      |   |
| FINANCIAL  | ✓ | CONSULTATIONS    | ✓ |
| STAFFING   | ✓ | OTHER            |   |

**WARDS AFFECTED: ALL**

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**PURPOSE**

1. This report commends the Model Whole School Pay Policy 2019 for recommendation to the governing bodies of schools with delegated budgets and for centrally employed teaching staff.

**RECOMMENDATION**

2. Administration & Regulation Committee is recommended to commend the attached Model Whole School Pay Policy 2019 to schools for adoption and to recommend that the changes to teachers' pay apply to centrally employed teachers (appendix 1).

## **BACKGROUND**

3. The Policy is amended annually following publication of the annual School Teachers' Pay and Conditions Document (STPCD) and to reflect any other changes in pay and conditions for staff employed in schools (appendix 2).

## **REPORT**

4. Each year the Secretary of State for Education seeks recommendations on teachers pay from the School Teachers Review Body (STRB) prior to publishing the STPCD. This year the STRB remit was to consider an affordable pay award across the whole school system, whilst utilising the flexibility within the Government's pay policy to address areas of skill shortage.
5. In particular, the STRB were asked to have regard to the national state of teacher and school leader supply, including recruitment and retention rates, vacancy rates and the quality of candidates entering the profession. The STRB were also asked to have regard to the wider state of the labour market and forecasted changes in pupil population and consequent changes in the level of demand for teachers. In addition, the STRB were asked to take account of the Government's commitment to increasing autonomy for all headteachers and governing bodies to develop pay arrangements that are suited to the individual circumstances of their schools and to determine teachers' pay within the statutory minima and maxima.
6. The STRB subsequently recommended an uplift of 2.75% to all pay ranges and allowances for teachers and school leaders. This applies to the main, upper, unqualified, leading practitioner and leadership ranges and to all allowances.
7. In a joint response to the Secretary of State, ASCL, NEU, NAHT and Voice trades unions stated that the 2.75% uplift falls short of the 5% increase called for by trade unions as the start of a programme to 'restore teachers' pay and bolster its professional status'. They highlight that the 2.75% increase is below current rates of increase in inflation and average earnings in the wider economy and will not, therefore, improve the position of teacher pay relative to inflation or earnings elsewhere. The response also calls for the government to provide additional funding to fully fund the pay award.
8. The proposals for the application of the pay award in Luton, as set out below, were presented to local recognised trade unions. Unions confirmed that they supported the increase of 2.75% across the pay ranges and allowances in the Luton Model Pay Policy.
9. Many school budgets remain under considerable financial pressure but Luton headteachers recognise the need to keep pace with salary increases nationally and locally in order to retain and attract good quality teachers.

10. The Local Government Association has provided a Pay Circular to Local Authorities to assist authorities with their deliberations on the implications of the School Teachers Pay and Conditions Document 2019 for school pay policies. The Circular sets out example pay points for each range. The pay points proposed for the 2019 Luton Model Pay Policy are consistent with this advice.

### **PROPOSAL/OPTION**

11. It is proposed that the 2.75% uplift is applied across all pay ranges (main pay range, unqualified pay range, upper pay range, leading practitioner pay range and leadership pay range).
12. It is proposed that the 2.75% uplift is applied across all allowances.

### **LEGAL IMPLICATIONS**

13. It is necessary to have an agreed pay policy for maintained schools where Luton Borough Council is the employer. This protects against equal pay claims.
14. This report was cleared by Jasbir Josen, the Councils Employment Law Solicitor on 7<sup>th</sup> October 2019.

### **STAFFING IMPLICATIONS**

15. The changes to the Pay Policy will apply to all teachers employed in maintained schools and those employed centrally.
- 16.. This report was cleared by Angela Claridge, Service Director, Human Resources and Monitoring Officer on 9<sup>th</sup> October 2019.

### **FINANCIAL IMPLICATIONS**

17. The uplift will need to be met from the schools devolved budget and schools have budgeted for 1% uplift.
18. The DfE have confirmed that as the pay award is greater than the 2% that was assessed as affordable for schools in the evidence presented to the STRB, the government will invest a further £105 million into the existing Teachers' Pay Grant for this financial year. This is in addition to the £321 million funding that schools are receiving through the Teachers' Pay Grant in 2019-20.
19. This report was cleared by Dev Gopal, Director of Finance on 17<sup>th</sup> October 2019.

### **CONSULTATION IMPLICATIONS**

20. Recognised Teacher and Support Staff Trades Union Local Representatives were consulted with regarding the changes to the Model Pay Policy in October 2019.
21. The NASUWT and NEU remain in dispute with central government over the policy direction for teachers' pay, pensions, workload, working conditions and job security. Ongoing Industrial Action – Action Short of Strike Action (ASOSA) continues and a joint NEU / NASWUT Pay Policy Checklist has been written and local representatives can only agree to a policy which meets all points on the checklist. The attached Pay Policy meets many but not all of the points on the checklist.

## **APPENDICES**

Appendix 1: Model Whole School Pay Policy 2019

Appendix 2: School Teachers' Pay and Conditions Document (STPCD) 2019

Appendix 3: Joint TU Advice on School Teachers' Pay

## **LIST OF BACKGROUND PAPERS**

### **LOCAL GOVERNMENT ACT 1972, SECTION 100D**

None