School Teachers’ Pay and Conditions Document 2018

Key Messages

Forum members are asked to:

- Note the Government’s response to STRB report and the School Teachers’ Pay and Conditions Order 2018 – attached for information.
- Note the letter and supporting documents to Sheffield maintained schools published on SchoolPoint - attached for information.
- Give feedback to help inform 2019/20 strategy.

1. Introduction/background

1.1. The Department for Education (DfE) published the School Teachers’ Pay and Conditions Document (STPCD) on 14 September 2018. The DfE rejected the core recommendation made by the School Teachers Review Body (STRB) to give 3.5% uplift to all pay ranges and allowances. The Secretary of State's decision is to implement the following pay award from 1 September 2018:

- 3.5% uplift to the statutory minima and maxima of the main pay range and of the unqualified teachers’ pay range;
- 2% uplift to the statutory minima and maxima of the upper pay range, the leading practitioner pay range and all allowances across all pay ranges;
- 1.5% uplift to the leadership pay ranges (including Headteacher groups).

The STPCD is statutory for all local authority maintained schools and teachers employed by the Local Authority. For more information, please download the ‘School teachers’ pay and conditions document 2018 and guidance on school teachers' pay and conditions’.

2. Local Authority Approach

2.1. As in recent years, the Local Authority has not made any specific (non-statutory) recommendations about the approach to be taken by individual schools with regard to how they should apply the pay award. The DfE made the decision in 2013 that all teachers on the main pay range must be paid such salary within the minimum and maximum of the main pay range set out as the relevant (governing) body determined. This removed the statutory requirement to publish an incremental points range for main scale teachers.

2.2. Increased flexibilities in teachers’ pay and the DfE expectation that pay will be individually determined makes it inappropriate to be prescriptive about how the pay award should be
applied in maintained schools where the decision is the responsibility of individual school
Governing Bodies. There are technically no recognised statutory pay points, **only the
statutory range (minima / maxima)** as outlined above. We are aware that inconsistencies
in teacher pay exist nationally, regionally and across the LA as a result of DfE changes to
STP&CD. Since 2013, the DfE has prescribed pay awards ranging from 1%, 2% and 3.5%
with flexibility between the bottom and top of the range.

2.3. The LA has continued to issue **discretionary pay scales** that span from M1-M7 for
individual schools to consider with different % options. In conjunction with the LGA pay
calculator, these can be used by schools for modelling purposes and subsequent discussion
with their individual HR providers.

2.4. When determining pay, individual schools have been advised to consider affordability and
other key factors such as recruitment and retention. The Governing Body needs to agree the
school's approach and share this with staff and trade unions.

3. Trade Union Position

3.1. Teacher trade unions produced respective advice on school teachers' pay 2018-19. This
has been shared with maintained schools who have been encouraged to consider the advice
and discuss their approach with trade union representatives. Joint trade union advice
recommends that percentage uplifts should apply to all teachers and leaders and not just be
applied to the minima and maxima of the pay ranges and rejects a differentiated pay award
for teachers.

- NEU: [https://neu.org.uk/campaigns/pay](https://neu.org.uk/campaigns/pay)

4. Teachers’ Pay Grant

The Secretary of State has made available a teachers' pay grant which is to be passported to
maintained schools through Local Authorities and guidance can be obtained by contacting
Schools Finance: [https://www.gov.uk/government/publications/teachers-pay-grant-

Schools need to be aware that the grant will not cover the whole pay award. The DfE assumes
that schools have already budgeted for 1% pay award and so that is not funded.

5. Teachers’ Pay / STP&CD 2019

Feedback from the Schools Forum would be welcome to help inform next year's strategy. It is
the intention to work with trade union colleagues and other key stakeholders to review the
school model pay policy for 2019/20.