

Schools Forum			
REPORT TITLE	2018 School Teachers' Pay Award		
KEY DECISION	Yes	Item No.	10
WARD	N/A		
CLASS	Part 1	Date	4 October 2018

1. Purpose of the Report

- 1.1 To consider the current options available to implement the 2018 School Teachers' Pay Award and to make recommendations.

2. Recommendations

- 2.1 The Schools Forum is recommended to:
- 2.1.1 Make a recommendation regarding the approach the authority should adopt towards teacher pay spine points between the maxima and minima stipulated by the DfE.

3. Background

- 3.1 The School Teachers' Review Body (STRB) was established in 1991 as an independent body to examine and report on such matters relating to statutory conditions of employment of school teachers in England and Wales as may be referred to it from time to time by the Secretary of State for Education. The STRB reports to the Prime Minister and the Secretary of State for Education. The legal foundation for the function and work of the STRB is Part Eight of the Education Act 2002.
- 3.2 In December 2017, the STRB was asked by the Secretary of State to make recommendations on: *an assessment of what adjustments should be made to the salary and allowance ranges for classroom teachers, unqualified teachers and school leaders to promote recruitment and retention*. The STRB were further asked to have regard to the government's policy for public sector pay awards, the national state of teacher and school leader supply, affordability and the need to offer value for money, forecast changes in the pupil population and level of demand for teachers and the government's commitment to increasing autonomy for schools on pay matters.

4. The STRB Analysis and Recommendations

- 4.1 It will be of no surprise to colleagues that following consultation the STRB found that maintaining teacher supply had become more difficult and

recruiting and retaining school leaders was an emerging problem. They also found evidence that teaching continued to lag behind other graduate professions, both in terms of starting salaries and pay progression. Having considered the decline in the position of the teachers' pay framework in the labour market for graduate professions the STRB, in its 28th report, recommended an uplift of 3.5% across all pay and allowance ranges for teachers and school leaders.

4.2 However, for the first time in the history of the STRB, the DfE has not accepted in full the recommendations the Body has made. As a reminder the pay award is for:

- 3.5 percent to the minimum and maximum of the unqualified pay range and main pay range
- 2 percent to the minimum and maximum of the upper pay range, leading practitioner pay range
- 1.5 per cent to the minimum and maximum of the leadership pay ranges
- 2 percent uplift across all allowances

5 Options for Lewisham Schools

5.1 Historically, Lewisham, along with many of our neighbouring authorities has chosen to maintain the original spine point ranges and to uplift the points between the minimum and the maximum by the same percentage increase proposed in each pay award.

5.2 Our research suggests that there is a firm expectation by the teacher trade unions that this approach will continue in 2018. Our research also indicates that other surrounding authorities intend to maintain this practice.

5.3 Schools, if they so wish, could use the autonomy proposed by the DfE and create their own ranges. However, changes to pay policy would have to be consulted on with staff and trade unions. Furthermore, making such changes would take schools from the relative comfort of knowing that the salaries they offer are comparable with neighbouring schools to being uncertain about their ability to compete. It should also be noted that it would be a huge logistical problem for the council's payroll to maintain a large number of different pay scales for individual schools.

6. Teacher Pay Grant

6.1 The DfE acknowledges that the teacher pay award is higher than schools will have anticipated and as a consequence will be providing additional funds aimed at covering the amount of the award that is over and above the 1% that they feel schools will have already set aside. The grant will cover the 7 months from September 2018 to March 2019 plus the full 2019/20 financial year.

6.2 The amount of the grant that each school will receive, will not be based on data relating to the school's teaching costs.

6.3 For mainstream schools local authorities will be notified of the amounts they are required to pass on. The grant allocations will be based on the number of pupils aged between 2 and 19. As yet the DfE has not specified which pupil data set.

6.4 The allocations will provide the following amounts per pupils:-

	Per Pupil Rate 2018/19	Per Pupil Rate 2019/20
Primary Schools	£19.51	£33.65
Secondary Schools	£31.57	£54.20

6.5 Exemplar allocations can be found in the table below:-

	Allocation 2018/19	Allocation 2019/20
25 FTE Nursery Pupils	£488	£842
210 Primary Pupils	£ 4,097	£ 7,067
420 Primary Pupils	£ 8,194	£14,133
630 Primary Pupils	£12,291	£21,200
600 Secondary Pupils	£18,942	£32,520
900 Secondary Pupils	£28,413	£48,780
1,200 Secondary Pupils	£37,884	£65,040
250 Sixth Form Pupils	£ 8,893	£13,550
350 Sixth Form Pupils	£11,050	£18,970

6.6 For special schools and the PRU, the DfE will allocate funds to the LA on the basis of place numbers. The rates for these allocations are shown in the table below.

	Per Place Rate 2018/19	Per Place Rate 2019/20
Special Schools & PRU's	£78.10	£134.97

6.7 The information released by the DfE so far has some gaps and ambiguities. It is possible that local authorities would not be required to passport the allocations for Special Schools and PRU's. Schools Forum is asked to consider whether it would want the allocations to be passported when received, should this be possible, or whether it would prefer that the allocations be held back for further consideration at its next meeting.

7. Further Information

- 7.1 Should you require any additional information regarding the items contained in this report please contact:

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