

August 2017

Dear Principal/Headteacher

2017/18 Teachers' Pay Award

You will be aware that the 2017 School Teachers' Pay and Conditions Document (STPCD) has been published following a short period of consultation over the summer break. Whilst the provisions of the STPCD do not apply automatically to academies, the NASUWT believes that the pay provisions recommended by the STPCD, underpinned by the 27th Report of the School Teachers' Review Body (STRB), represent the minimum expectations for the pay of all teachers and headteachers/principals in academies for 2017/18.

The STPCD implements the recommendations in the STRB's 27th Report.

The Report made the following recommendations on teachers' pay:

'We consider that the state of teacher recruitment and retention requires action this year to begin to make teachers' earnings more competitive. The priority is to support recruitment and retention of teachers in the early stages of their career.'

For September 2017, we recommend:

- a 2% uplift to the minimum and maximum of the main pay range (MPR);
- a 1% uplift to the minima and maxima of the upper pay range (UPR), the unqualified teacher pay range and the leading practitioner pay range;
- a 1% uplift to the minima and maxima of the leadership group pay range and head teacher group pay ranges; and,
- a 1% uplift to the minima and maxima of the Teaching and Learning Responsibility (TLR) and Special Educational Needs (SEN) allowance ranges.'

All of those recommendations were accepted in full by the Secretary of State for Education.

The STRB recommendations do not require schools to remain within a 1% pay cap when awarding the 2017/18 pay increase to teachers. The Report states:

'Under the current system of pay and conditions, the overall costs will depend on the decisions made in individual schools and will need to be implemented within the funding that the Government makes available.'

The Report also makes clear that schools cannot afford not to pay teachers appropriately if they are to maintain standards:

'Pupil achievements are largely dependent on schools maintaining a strong cadre of teachers. This will require school leaders and governing bodies to make best use of their people and give the necessary priority to teachers' pay within their schools' budgets.'

The Report also states:

'In our 26th report (July 2016) we said that, based on our assessment of recruitment and retention alone, there was a case for a higher than 1% uplift to the national pay framework. We therefore advised the Department and other consultees that they should help schools to prepare for this. Our analysis of the evidence for the current pay round shows that the trends in recruitment and retention evident last year have continued – teacher retention rates continued to fall, particularly for those in the early stages of their career, and targets for ITT recruitment continue to be missed. We are deeply concerned about the cumulative effect of these trends on teacher supply. We consider that this presents a substantial risk to the functioning of an effective education system.'

The Report repeats the STRB's recommendation that a higher than 1% uplift is necessary to reduce the pay gap between teaching and other graduate professions. However, the STRB also makes it clear that it is not expecting schools to postpone the implementation of this:

'We have weighed the competing arguments very carefully. Overall, we believe that the extent of the pressures on teacher recruitment and retention is too significant to defer taking any action for another year.'

The Report also states that schools should ensure that their pay system acts to reward teachers at all stages of their careers, including when teachers have reached the upper pay range. It does, however, focus this year on uplifting the pay of teachers paid on the main pay range.

The NASUWT, therefore, expects that academies will be seeking to ensure that a minimum of:

- 2% is paid to all teachers on the minima and maxima of the main pay range;
- 1% is paid to all teachers on the minima and maxima of the upper pay range and leading practitioner pay range;
- 1% is paid to all teachers on the minima and the maxima of the leadership group and headteacher group pay ranges; and
- 1% is paid to all teachers on the minima and maxima of the TLR and SEN allowance ranges.

The NASUWT also expects that academies recommend that a minimum of 2% is paid to all teachers on the main pay range and a minimum of 1% to all teachers on all other pay ranges.

Affordability of a pay award across the board should not be an issue for schools, as the STRB took this into account when making its recommendations.

The NASUWT has a shared aspiration with employers to secure and sustain high standards of education. I, therefore, look forward to you ensuring that the minima of 1% and 2% as set out by the NASUWT above is paid in September 2017 with no aspect of the award linked to performance.

In addition, it will be important that your academy's pay policy for 2017/18 is the subject of consultation with the NASUWT and with teachers. The NASUWT has a pay policy checklist which it will be applying to all policies to ensure that they are fair and transparent. The following is a link to the checklist for your information: www.nasuwt.org.uk/paypolicychecklists.

The NASUWT remains in a lawful national trade dispute with the Secretary of State for Education over teachers' pay.

In making their decisions, academies should be aware that the NASUWT will not hesitate, with the support of members, to escalate our current industrial action in schools in furtherance of securing our expectations for the payment of teachers.

Thanking you in anticipation of your positive response to this important issue.

Yours sincerely



Chris Keates (Ms)

General Secretary