

**Personnel Committee – 23 November 2020**

**Schools Model Pay Policy 2020 and Unattached Teachers' Pay Policy 2020**

**1. Purpose of the report**

- 1.1 To gain Personnel Committee approval for the updated School's Model Pay Policy 2020 and Unattached Teachers' Pay Policy 2020 (detailed below) endorse by CMT at their meeting of 05 November 2020.

**2. Recommendations**

- 2.1 Personnel Committee is recommended to approve the School's Model Pay Policy 2020 and Unattached Teachers' Pay Policy 2020 (detailed below) endorsed by CMT (05 November 2020).

**3. Background**

- 3.1 This report covers the annual update of the following policies;
- a) The Schools' Model Pay Policy 2020 (Appendix 1)
  - b) The Unattached Teachers Pay Policy 2020 (Appendix 2)
- 3.2 Governing Bodies of all schools and academies are required annually to adopt a pay policy following full consultation with representatives of recognised unions and professional associations. The attached Schools' Model Pay Policy (at appendix 1) is recommended for Governing Bodies to adopt.
- 3.3 The Unattached Teachers' Pay Policy 2020 (at appendix 2) sets out the Council's policy on pay and conditions for all unattached teachers (i.e. those employed corporately by the council in Children's Services, Specialist Inclusion Team and in Economy, Environment and Communities - Music Education Hub). The policy incorporates the requirements of the School Teachers Pay and Conditions Document and reflects the Schools Model Pay Policy to ensure a fair and consistent approach. The pay scale values do differ in the two policies as the Corporate Unattached Teachers Pay Policy scales reflect the current pay structure and practice within the Council, which includes the 1% reduction legacy of the 2017 terms and conditions (T&C's) review.
- 3.4 Both of the attached pay policies have been updated to reflect the requirements of the School Teachers' Pay and Conditions Document (STPCD), which was approved on 14 October 2020;
- Minimum of the Main Pay Range is increased by 5.5 per cent.
  - Maximum of the Main Pay Range and the minima and maxima of all other pay and allowance ranges for teachers and school leaders are uplifted by 2.75 per cent.

- 3.5 The STPCD also reintroduced advisory pay points on the Main Pay Range (6 points) and Upper Pay Range (3 points) from September 2020, where previous Documents had only stated the minimum and maximum of the pay ranges.
- 3.6 Walsall, like many other local authorities changed to a 7 point Main Pay Range in 2015, having points 1 to 5 and 6a and 6b (due to a variable pay award that year), however the Upper Pay Range remained at a 3 point range. Therefore a move back to a 6 point Main Pay Range was consulted on in line with the recommendations in the STPCD.
- 3.7 Policy a) the Schools' Model Pay Policy - Following detailed consultation with all appropriate trade unions and Headteachers across the borough the preferred outcome is to apply the appropriate uplift to each of the pay reference points to be effective from 1 September 2020:
- i) A 5.5% uplift has been applied to Main Pay Range (M1). Advisory pay points have been applied to M2, M3, M4, M5, M6 and the upper pay range.
  - ii) A 2.75% uplift has been applied across all other ranges and allowances (UQ1, UQ2, UQ3, UQ4, UQ5, and UQ6), Leading Practitioner Pay Range, Leadership Pay Ranges and all allowances across all pay ranges.
  - iii) 6a has been removed and the advisory points in the STPCD adopted.

The policy also takes regard to the statutory guidance accompanying the Document and conforms to the local authority's salary scales and conditions of service for support staff.

- 3.8 Policy b) the Unattached Teachers' Pay Policy, has also been updated in line with STPCD (the same as the Schools' Model Pay Policy, albeit subject to the existing corporate T&C's legacy of 1% reduction on the actual pay scales) and would be effective from 1 September 2020. The main changes are as follows;
- i) A 5.5% uplift has been applied to the minimum of the Main Pay Range (M1).
  - ii) A 2.75% uplift has been applied to the maximum of the Main Pay Range (M6), and across all other ranges (Unqualified, Upper Pay Range, and Leading Practitioner Pay Range) and allowances.
  - iii) The uplifts are on the Walsall Council Teachers pay scales, which include the legacy of the 2017 T&C's review (1% pay reduction), where applicable. The pay scales meet the statutory minimum for all pay ranges.
  - iv) The Main Pay Range has been reduced to a 6 point range mirroring the 6 point advisory range. Thereby removing point M6a and leaving M6b the top of the range as the new point M6. However, the values of these points do not match those of the advisory points set out in the STPCD, due to the reduced Walsall pay scales. The uplift on the 2019 Walsall Council unattached teachers' pay scales for these points is in accordance with the School Teachers Review Body recommendations and mirrors the

percentage uplift for teachers within maintained schools (in line with the Schools Model Pay Policy);

- M1 uplift 5.50%
- M2 uplift 4.95%
- M3 uplift 4.40%
- M4 uplift 3.85%
- M5 uplift 3.30%
- M6 uplift 2.75%

This is in accordance with the statutory uplift in the STPCD of 5.5% uplift on the minimum and 2.75% uplift on the maximum of the Main Pay Range.

#### *Council corporate plan priorities*

- 3.9 These policy reviews are aligned to the internal focus priority within the Corporate Plan, delivering services that are efficient and effective.

#### *Response*

- 3.10 The policies, will take effect from 1 September 2020. The Schools' Model Pay Policy will be issued to schools following approval of Personnel Committee for their consideration and adoption.
- 3.11 Once approved by Personnel Committee if a school does not adopt the attached School's Model Pay Policy they will be required to enter into a separate consultation process with staff and unions. Schools would be required to defend any potential equal pay claims.

#### *Review*

- 3.12 The policies will be reviewed on annual basis in accordance with the statutory changes to the School Teachers' Pay and Conditions Document.

## **4. Financial Considerations**

- 4.1 The Schools' Model Pay Policy has been reviewed by finance and they have confirmed that the costs associated with this pay policy are expected to be met from individual school budgets. Schools budgets are delegated to them and are funded through the Dedicated Schools Grant (DSG).
- 4.2 For the Unattached Teachers' Pay Policy the cost associated with the pay uplift and changes to the pay scales will be met from existing service budgets.

## **5. Legal**

- 5.1 There are no anticipated legal issues arising from this report.

## **6. Risk Management**

- 6.1 There are no identifiable risks associated with this implementation, indeed this procedure attempts to ensure that School's and the Council remain compliant with the law.

## **7. People**

- 7.1 There is no direct impact on our citizens as a result of this procedure. The Equality Impact Assessments are attached;

- EqIA Schools' Model Pay Policy (Appendix 3)
- EqIA Unattached Teachers' Pay Policy (Appendix 4)

## **8. Consultation**

- 8.1 For the Schools' Model Pay Policy consultation has taken place with the Headteachers from Primary, Nursery and Special Schools and the Headteachers of Secondary Schools that are not Academies. Both teaching and support unions have been consulted with during September and October 2020 and comments received have been incorporated appropriately before being issued.
- 8.2 The Unattached Teachers' Pay Policy has been out to consultation between 01 - 14 October 2020 with relevant senior managers within the council and the trade unions.
- 8.3 Consultation comments were in favour of implementing the pay uplift and moving to the advisory 6 point main pay range as outlined in the STPCD.
- 8.4 However, the trade unions were opposed to the pay uplift being applied to the existing Unattached Teachers Pay Scales (which were reduced by 1% compared to teachers in schools as part of the corporate T&C's review implemented in 2017). They commented that, they have major concerns about the unattached teachers' salary scales having been previously reduced by 1%, when compared with the Schools' Model Pay Policy (as a result of the legacy of the 2017 T&C's review). The trade unions feel that corporately appointed unattached teachers should not be compared to other council employees and that the 2017 applied 1% reduction should be reversed for this group, therefore bringing them in line with teachers in schools who are instead subject to the Schools Model Pay Policy (which historically was never subject to the 2017 1% reduction as the T&C's review did not apply to schools).
- 8.5 Consultation comments received from senior management in Children's Services were in agreement with the trade union position, stating that, unattached teachers' pay should match the national pay and conditions scales and that to not do so may hinder the recruitment of unattached teachers.
- 8.6 Unattached teachers, like all other corporate council employees (on a variety of terms and conditions), remain on the 1% reduced salary base (compared to all national rates) due to the 2017 T&C's review and and to date there has been no corporate decision to move away from the 2017 T&C's review decision or to

reinstate the 1% for any employees. It is recommended that any such decision form part of the wider review of Council Terms and Conditions, currently underway, for which deliberations are at an early stage.

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