

**Personnel Committee – 25 October 2022**

**Schools' Model Pay Policy 2022  
Unattached Teachers' Pay Policy 2022**

**1. Purpose of the report**

- 1.1 To gain Personnel Committee approval for the updated Schools' Model Pay Policy 2022 and Unattached Teachers' Pay Policy 2022 (detailed below) endorsed by CMT at their meeting of 06 October 2022.
- 1.2 It should be noted that the current policy drafts are informed by the current draft School Teachers Pay and Conditions Document (STPCD), which is due to be finalised on 14<sup>th</sup> October – the pay policies will be subject to any changes and/or further amends published in the final version of the STPCD.

**2. Recommendations**

- 2.1 Personnel Committee is recommended to approve the Schools' Model Pay Policy 2022 and Unattached Teachers' Pay Policy 2022 (detailed below), to be back dated and take effect from 1 September 2022.

**3. Background**

- 3.1 This report covers the annual update of the following policies;
  - a) The Schools' Model Pay Policy 2022 (Appendix 1)
  - b) The Unattached Teachers' Pay Policy 2022 (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 (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.
- 3.4 Both of the attached pay policies have been updated to reflect the requirements of the School Teachers' Pay and Conditions Document (STPCD), of which a draft version was published in July 2022. The final version of the STPCD is due to be laid before parliament on the 14<sup>th</sup> October and both Pay Policies will be subject to any further STPCD amends. The draft changes to the STPCD 2022 (that have been incorporated into both Pay Policies) are;

- In line with the recommendations in the STRB's 32<sup>nd</sup> report from 1 September 2022: a 5% increase will be applied to all pay and allowance ranges and advisory points, with higher increases to some parts of the Main Pay Range as a step towards achieving a minimum starting salary of £30,000 by September 2023.

3.5 Policy a) the Schools' Model Pay Policy - Following consultation with trade unions and Headteachers across the borough it is proposed to update the Schools' Model Pay Policy in line with the 2022 STPCD to take effect from 1 September 2022. Therefore, a 5% increase will be applied to all pay and allowance ranges, with higher increases to some parts of the Main Pay Range (refer to appendix 1).

The Policy also clarifies that apprentices directly employed in schools are paid in accordance with the national pay rates applicable to apprentices at the time of their employment.

3.6 Policy b) the Unattached Teachers' Pay Policy, has also been updated in line with STPCD and would be back dated effective from 1 September 2022. The only change is;

i) A 5% increase will be applied to all pay and allowance ranges, with higher increases to some parts of the Main Pay Range (refer to appendix 2 of the this report, Unattached Teachers Pay Policy 2022/23 section 3.2 and appendix A of the policy);

#### *Our Council plan priorities*

3.7 The Unattached Teachers Pay Policy is directly aligned to the council's strategic priority of internal focus ensuring all council services are customer focussed, effective, efficient and equitable and helps embed the behaviours and values expected of all employees as part of the Behaviour and Standards Framework.

#### *Response*

3.8 The policies, will take effect from 1 September 2022. The Schools' Model Pay Policy will be issued to schools following approval of Personnel Committee for their consideration and adoption.

3.9 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*

3.10 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 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 October 2022. The trade unions were in favour of implementing the pay uplift as outlined in the STPCD.

8.2 The Unattached Teachers' Pay Policy has been out to consultation between 23 - 29 September 2022 with relevant senior managers within the council and the trade unions. The trade unions were in favour of implementing the pay uplift as outlined in the STPCD.

### Authors

Nicola Rickhuss  
HR Manager – Strategy and Planning  
✉ [nicola.rickhuss@walsall.gov.uk](mailto:nicola.rickhuss@walsall.gov.uk)

Primula Paul  
Schools HR Manager  
✉ [primula.paul@walsall.gov.uk](mailto:primula.paul@walsall.gov.uk)

### Sponsoring Director

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**Name of – Executive Director**  
**(Date)**