

**Personnel Committee – 11th October 2016**

**Schools Model Pay Policy 2016**

**Service: Human Resources**

**Wards All**

**1. Summary of report**

To request Personnel Committee approval of the recently updated School's Model Pay Policy 2016 (appendix 1)

**2. Recommendations**

Personnel Committee is recommended to:-

Agree the attached School's Model Pay Policy 2016 to take effect from 1 September 2016.

**3. Background**

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 pay policy was updated by meeting the requirements of the School Teachers' Pay and Conditions Document (STPCD) which was issued by Department of Education on 1 August 2016; taking regard to the statutory guidance accompanying the Document and conforming to the local authority's salary scales and conditions of service for support staff.

The policy, will take effect from 1 September 2016. It will be issued to schools following the approval of Personnel Committee.

It outlines the responsibilities for Governing Bodies and all staff employed by the school.

It incorporates the 1% uplift to the statutory minima and maxima of all pay ranges in the national pay framework, as outlined in the STPCD. It details Walsall's pay ranges and allowances for all staff, (Leadership, Mainscale, Upper Pay, Unqualified), plus support staff.

**4. Resource and Legal Considerations**

The costs associated with this pay policy are expected to be met from individual school budgets. Schools budgets are funded through the Dedicated Schools Grant (DSG).

This Policy has been reviewed by legal services and there are no legal comments to note.

This Policy has been reviewed by finance and they have confirmed that the proposals for determining pay and progression have been incorporated within the schools' Formal Budget plans for the 16-17 financial year.

## **5. Citizen Impact**

There is no direct impact on our citizens as a result of this procedure.

## **6. Performance and Risk Management issues**

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

## **7. Equality Implications**

An Equality Impact Assessment is attached (Appendix 2).

## **8. Consultation**

Consultation has taken place with the Chairs of the Primary Forum and the Special Schools Forum, unions teaching and support unions during July and September 2016 and comments received have been incorporated appropriately before being issued.

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