

Personnel Committee – 06 December 2021

**Schools' Model Pay Policy 2021
Unattached Teachers' Pay Policy 2021**

1. Purpose of the report

- 1.1 To gain Personnel Committee approval for the updated Schools' Model Pay Policy 2021 and Unattached Teachers' Pay Policy 2021 (detailed below) endorsed by CMT at their meeting of 18 November 2021.

2. Recommendations

- 2.1 Personnel Committee is recommended to approve the Schools' Model Pay Policy 2021 and Unattached Teachers' Pay Policy 2021 (detailed below), to be back dated and take effect from 1 September 2021.

3. Background

- 3.1 This report covers the annual update of the following policies;
- a) The Schools' Model Pay Policy 2021 (Appendix 1)
 - b) The Unattached Teachers' Pay Policy 2021 (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 Since the last years Unattached Teachers' Pay Policy (2020/21) was approved, Personnel Committee in March 2021 approved a 1% increase to pay for Walsall Council employees in response to the COVID-19 pandemic effective from 1 April 2021. This now means that the Unattached Teachers' are on the same pay scales as Teachers employed by schools in Walsall using the Schools' Model Pay Policy.
- 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 22 October 2021. The changes to the STPCD 2021 are;
- £250 consolidated pay award for eligible unqualified teachers;

- reintroduction of advisory pay point structure for the unqualified teacher pay range (6 points), where previous Documents had only stated the minimum and maximum of the pay ranges;
- changes in the number of days that teachers must be available to work as a result of the additional Bank Holiday on Friday 3rd June 2022 to mark the Queen's Platinum Jubilee;
- incorporates the statutory induction changes for Early Career Teachers (ECTs);
- introduces flexibilities around TLR3 by removing the consecutive use clause, which could introduce a payment mechanism for tutoring when being delivered by main and upper pay range teachers outside of directed time and within the normal school day, to address learning disruption as a result of the pandemic.

3.5 Policy a) the Schools' Model Pay Policy - Following 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 as outlined in the STPCD to be back dated effective from 1 September 2021:

- i) £250 consolidated pay award for eligible unqualified teachers;
- ii) reference inserted to the use of TLR3 in relation to tutoring to provide catch-up support to pupils on learning lost to the pandemic.

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.

3.6 Policy b) the Unattached Teachers' Pay Policy, has also been updated in line with STPCD and would be back dated effective from 1 September 2021. The only change is;

- ii) £250 consolidated pay award for eligible unqualified teachers (section 3.2 and appendix A within the policy);

However, currently there are no unattached teachers' whose full time equivalent basic earnings are less than £24,000 that would attract the pay award. The full pay range is included in the pay policy as potentially any new starters could be appointed on the lower end of the pay scale.

3.7 With regard to the other changes in the STPCD;

- The reintroduction of the advisory 6 point structure for the unqualified teachers has no impact as the points match the range already in place at the council;
- TLR3 payments are outlined in the policy;
- The change in number of working days due to additional Bank Holiday on Friday 3rd June 2022 to mark the Queen's Platinum Jubilee is not referenced in the pay policy, as all bank holidays are communicated separately on HR intranet pages for all employees, including teachers;

- The Teacher induction changes in terminology from Newly Qualified Teacher (NQT) to Early Career Teacher (ECT) are not applicable to the pay policy.

Council corporate plan priorities

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

Response

- 3.8 The policies, will take effect from 1 September 2021. 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 2021. 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 12 - 27 October 2021 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

Primula Paul
Schools HR Manager
✉ primula.paul@walsall.gov.uk

Sponsoring Director

AUTO SIG

Name of – Executive Director
(Date)