

Personnel Committee – 21 November 2023

Schools' Model Pay Policy 2023 & Unattached Teachers' Pay Policy 2023

1. Purpose of the report

- 1.1 To gain Personnel Committee approval for the updated Schools' Model Pay Policy 2023 and Unattached Teachers' Pay Policy 2023 following Corporate Management Team (CMT) endorsement (09.11.23).

2. Recommendations

- 2.1 Personnel Committee is recommended to approve the Schools' Model Pay Policy 2023 and Unattached Teachers' Pay Policy 2023, to be back dated and take effect from 1 September 2023.

3. Background

- 3.1 This report covers the annual update of the following policies;
 - a) The Schools' Model Pay Policy 2023 (Appendix 1)
 - b) The Unattached Teachers' Pay Policy 2023 (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) and the Teachers' Pay Order, which was laid before Parliament on 13 October 2023. The changes to the STPCD 2023 (that have been incorporated into both Pay Policies) are;

- In line with the recommendations in the STRB's 33rd report from 1 September 2023: a 6.5% increase will be applied to all pay and allowance ranges and advisory points, with a higher uplift of 7.1% to M1 of the Main Pay Range.
- 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 2023 STPCD to take effect from 1 September 2023. Therefore, a 6.5% increase will be applied to all pay and allowance ranges, with a higher increase of 7.1% to M1 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 2023. The only change is;
- i) A 6.5% increase will be applied to all pay and allowance ranges, with a higher increase of 7.1% to M1 of the Main Pay Range (refer to appendix 2 of this report, Unattached Teachers Pay Policy 2023/24 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 2023. 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 an 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 2023. 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

3-11 October 2023 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.

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