

CONFIDENTIAL – Not for circulation

(name) School

HR Briefing Note 66

School Teachers Pay & Conditions

Document 2015 – Brief



1. Introduction

This document has been prepared to brief Chair of Governors and Headteachers on the changes in the 2015 School Teachers' Pay and Conditions Document (STPCD) which was published on 10th August 2015 and to seek Chair of Governors and Headteacher views on some of the STPCD recommendations, prior to Trade Union consultation.

The STPCD contains the national pay award with effect from 1st September 2015 which has been accepted by the Government. The DfE has also just published separate updated advice "Implementing your schools' approach to pay" (September 2015) which is advice for maintained schools and Local Authorities.

The 2015 STPCD contains figures for the following salary ranges:

- Leadership range
- Head teacher group ranges
- Main Pay Range
- Upper Pay Range
- Unqualified range
- Leading Practitioner range

The STPCD does not specify pay points within the minima and maxima of these ranges.

The revised Hartlepool Model School Pay Policy 2015 will be available for Schools during the autumn term once the consultation exercise has been completed and decisions made. The Local Government Association have raised concerns at national level that schools have not been given the time to produce pay policies that are in line with the statutory requirements of the STPCD. The Local Government Association state that schools are expected to take into account the possibility of a higher award for teachers paid at the top of the Main Pay Range and no increase for Headteachers paid at the top of the school group ranges, without having known about this to incorporate into their 2014/15 pay policies.

2. Background

The School Teachers' Review Body (STRB) recommendations for the pay award for 2015/16 were accepted in full by the Government and are now included in the STPCD. These changes **relate to the national pay ranges**, rather than to the pay of individual teachers, and are as follows:

- 1% uplift to the minima of all the pay ranges
- 1% uplift to the maxima of the Upper Pay Range, Unqualified Range and Leading Practitioner range
- 1% uplift to include allowances (which includes the three levels of Teaching and Learning Responsibility (TLR) payments and the Special Educational Needs (SEN) allowances)
- 2% uplift to the maximum of the Main Pay Range
- No uplift to the maximum of the Leadership Pay Range
- No uplift to the maxima of the eight head teacher group ranges

Individual school pay policies for 2014/15 will have set out the basis for determining the level of any pay progression for the school's teachers, including the Headteacher, from 1 September 2015.

In September 2015 it is a statutory requirement to uplift the salary of teachers paid on the minima of the ranges by 1%, i.e. to ensure no teacher is paid below the national range. Hartlepool Borough Council will action this automatically for those schools and academies which buy back its HR Service.

Other than this, schools must determine in accordance with their Pay Policy how to apply the uplift to individual salaries and pay ranges and how to take account of the uplift to the national framework in making individual pay progression decisions in respect of classroom teachers and leadership group members. Whilst schools are not obliged to do so, they may decide to set their own pay points within a pay range in their local policies.


The preferred option for Hartlepool schools is to continue to use the previous pay scale points (up rated as appropriate) and pay ranges as the basis for an annual pay award.

3. Leadership Posts

The STPCD recommendations in respect of Leadership Posts are as follows:-

- 1% uplift to the minima of all the pay ranges
- No uplift to the maximum of the Leadership Pay Range
- No uplift to the maxima of the eight head teacher group ranges

Taking into consideration the 2014 reforms to Leadership Pay and the process for setting Headteacher pay ranges, the STRB report referred to the considerable flexibilities in setting salaries above the maximum of the relevant Headteacher pay group, if merited. The report regarded any adjustment to the framework in this regard as less of a priority and has therefore not recommended any uplift to the maxima of



the leadership pay range (L43) and to any of the eight school group maximum pay ranges (L18, L21, L24, L27, L31, L35, L39 and L43).

The freezing of the maximum point of the leadership group range and the maxima of the eight Headteacher group ranges does **not** mean that those points must be frozen where they apply to a Headteacher who is not at the top of a school group range or to a Deputy or Assistant Headteacher. For this reason the table in Appendix A contains alternative values for these points, one set remaining at 2014 levels (a), the other uplifted by 1%(b).

Headteachers, Deputy Headteachers and Assistant Headteachers may not be awarded recruitment and retention payments other than as reimbursement of reasonably incurred housing or relocation costs. All other recruitment and retention considerations must be taken into account when determining the pay range. Any previous recruitment and retention payment may continue, at its existing value until such time as the respective pay range is determined.

Headteachers can however be awarded a temporary payment up to 25% of the maximum of the Headteacher group in line with the STPCD.

4. Key Areas For Decisions

Views on the STPCD 2015 are welcomed. Following the consultation exercise, the Schools and Academies HR Service Team will provide recommendations in respect of the STPCD for all Hartlepool schools to consider in the revised Hartlepool Schools Model Pay Policy 2015 which will be available for schools during the autumn term.

Please note, schools do have the opportunity to be radical, having the ability to develop and set up their own pay points and pay ranges for the longer term and therefore move away from the consistent Pay Policy which Schools and Academies agreed across Hartlepool. However this would take some time to develop and may incur additional costs and charges.

What we need from you

Specifically we would welcome your views on the following two key areas for decisions:-

a) 1 % Uplift

The preferred option for Hartlepool schools is to continue to use the previous pay scale points, pay ranges and allowances such as TLRs and SEN Allowances as the basis for the annual pay award, and to implement the 1% pay award recommended



by STPCD across all pay ranges (including the leadership range) and allowances i.e. not just the minima and maxima of the range, with the exception of:-

- the maxima of the MPR (point 6) where further options are explored further below in (b) for your consideration,
- the maximum point of leadership pay range
- the eight school group maximum pay ranges on the Leadership group.

Alternative options would be for schools to decide to limit the implementation of the 1% pay award recommended by STPCD to just the minima and maxima of the ranges or to apply the national pay award to all points of their agreed pay scales and allowances subject to individual teacher performance.

b) Main Pay Scale Maxima

As indicated above the STPCD Recommendations in respect of the Main Pay Scale are as follows:-

- 1% uplift to the minima of the Main Pay range
- 2% uplift to the maximum of the Main Pay Range

The decision to increase the maxima of the main pay range by 2% from September 2015 does not have to mean that teachers currently on the maxima will receive a salary increase of 2%. The STRB made it clear that the uplift of 2% to the maxima was not only making the pay range of Teachers more attractive for recruitment and retention purposes but also about giving schools more flexibility to recognise the value of high-performing experienced classroom teachers who contribute substantially to improved outcomes for their pupils.

The 2% increase could not have been foreseen in the Hartlepool Schools 2014 Pay Policy and therefore no provision was made in the Model Pay Policy 2014 to use performance measures when considering the national pay uplift and as stated above this has been raised at national level by the Local Government Association.

Across the North East Region, five Authorities, including two from the Tees Valley, have indicated they are recommending to schools a straight 2% uplift at the maximum point of the main pay range. One Authority has indicated that they are recommending having two points at the maximum of the main pay range – 6a with a 1% uplift and 6b with a 2% uplift for exceptional performance over the academic year. The use of 6a and 6b points, although not recommended, have been suggested by the Local Government Association.



The increase to the maxima of the main pay range by 2% from September 2015, does present an option for further consideration, in which we would welcome your views.

The teachers in your school, to which this issue is likely to apply (i.e. those teachers currently on Point 5 who we are assuming will receive +1 increment or those on Point 6 already) are detailed below: (we have not detailed those on M4 who may have a confirmed +2 increment)


School	Forename	Surname	Status	SCP

Option 1 – to introduce a point 6a which increases the top of the main pay range by 1% and a point 6b which increases by a further 1%.

This option would enable schools to award a 2% increase where individual teacher performance has merited such an increase. This would also enable Schools to also award a lower increase or no increase based upon individual teacher performance.

Some issues to consider for this option are:-

- This option enables Schools to differentiate on individual teacher performance and to set future targets to achieve point 6b
- By introducing a 6a and 6b Hartlepool schools would move to a seven point pay range from the previous six point pay range which would need to be weaved into the current performance management systems.
- This option may save money as only a 1% pay increase would be given to the majority of teachers achieving point 6 instead of a 2%.
- Teachers only receiving a 1% increase instead of a 2% might feel aggrieved by a decision to split point 6 into a 6a and 6b
- By introducing a seven point pay range perhaps gives some potential for delayed Upper Pay Scale progression, which could potentially affect retention and also detract future applicants into Hartlepool
- This option does have the potential for pay appeals from teachers who believe they could have achieved more increments for exceptional performance.



However it is likely that in this situation the teacher would be applying for UPS.

Option 2 - to increase the maxima of the main pay range by 2% from September 2015


This option is to increase the maxima of the main pay range by 2% and to apply to all teachers who achieve their performance targets, who are paid at the top of the main pay range.

Some issues to consider for this option are:-

- All teachers reaching the top of the main pay range, regardless of performance (unless no pay increase is recommended) will receive the 2% uplift
- This option would support those Hartlepool schools that have not got a performance management system in place to differentiate between those that are deemed to have undertaken exceptional performance
- By applying the 2% uplift this would minimise the likelihood of pay appeals on the basis of paying all relevant staff at the maximum uplift, and not for example paying a 1% uplift. However appeals are unlikely
- This is the most expensive option, as the 2% would apply to all teachers at the top of the main pay range
- This option does run the risk of not complying with the STRB recommendations which made it clear that the uplift of 2% to the maxima was to recognise the value of high-performing experienced classroom teachers who contribute substantially to improved outcomes for their pupils. The Ofsted school inspection handbook makes reference to advising Inspectors to look for information about the schools' performance management arrangements, including the most recent performance management outcomes and their relationship to salary progression and a 2% increase across the board may cause some Headteachers difficulties justifying such decisions during an Inspection.

5. Trade Union Response

Some of the Teacher Unions, namely NUT, ATL, NAHT, VOICE and UCAC have produced a joint paper in response to the pay recommendations for 2015.



The paper confirms the recommendations of the STRB report and that the pay award of 1% is applied to the minimum and maximum of the schools pay ranges and also any discretionary points as adopted by the school i.e. Main Pay Range points 1 – 6. UPR 1 – 3 etc.

In regard to the recommendation of the 2% increase for MPS 6 the TU paper explains that the increase has been made in order to maintain parity between M6 and the recommended MPR maximum.

The NASUWT, who were not part of the above joint paper, have drafted template letters for Headteachers and Chair of Governors on the STPCD recommendations. The letters are asking for a minimum of 1% for all teachers between the minimum and maximum on all pay ranges and allowances and 2% for all teachers on the maximum point of the main pay range.

6. Ofsted Inspection Considerations

The Ofsted school inspection handbook for September 2015, makes clear that rigorous performance management should be considered as part of the judgement on the quality of leadership and management of the school. Inspectors are advised that they should look for information about the schools' performance management arrangements, including the most recent performance management outcomes and their relationship to salary progression.

7. How to respond to the Consultation exercise.

Please could you forward your views and comments to Martyn Ingram, HR Adviser and Job Evaluation Manager via martyn.ingram@hartlepool.gov.uk. Martyn can also be contacted via telephone on 01429 523547.

Please could you ensure your views are forwarded to Martyn by close of play on Friday 11th September. The issue will also be placed onto the agenda of the School Forum Meeting on Tuesday 8th September.



Appendix A

Leadership Group Pay Range England and Wales

	2014	2015
1	£38,215	£38,598
2	£39,172	£39,564
3	£40,150	£40,552
4	£41,150	£41,562
5	£42,175	£42,597
6	£43,232	£43,665
7	£44,397	£44,841
8	£45,421	£45,876
9	£46,555	£47,021
10	£47,750	£48,228
11	£48,991	£49,481
12	£50,118	£50,620
13	£51,372	£51,886
14	£52,653	£53,180
15	£53,963	£54,503
16	£55,397	£55,951
17	£56,670	£57,237
18*18 a	£58,096	£58,096
18 18 b	£58,096	£58,677
19	£59,535	£60,131
20	£61,012	£61,623
21* 21 a	£62,521	£62,521
21 21 b	£62,521	£63,147
22	£64,074	£64,715
23	£65,661	£66,318

24* 24 a	£67,290	£67,290
24 24 b	£67,290	£67,963
25	£68,962	£69,652
26	£70,668	£71,375
27* 27 a	£72,419	£72,419
27 27 b	£72,419	£73,144
28	£74,215	£74,958
29	£76,053	£76,814
30	£77,946	£78,726
31* 31 a	£79,872	£79,872
31 31 b	£79,872	£80,671
32	£81,857	£82,676
33	£83,892	£84,731
34	£85,965	£86,825
35* 35 a	£88,102	£88,102
35 35 a	£88,102	£88,984
36	£90,284	£91,187
37	£92,528	£93,454
38	£94,817	£95,766
39* 39 a	£97,128	£97,128
39 39 b	£97,128	£98,100
40	£99,552	£100,548
41	£102,039	£103,060
42	£104,596	£105,642
43	£107,210	£107,210

*Scale points to be applied only to Headteachers at the top of the school group range in the academic year 2014-15, indicating no uplift for 2015-16.