

LGA Consultation on Teachers' Pay Draft STPCD 2021 and STRB 31st report

The STRB 31st report and Draft STPCD 2021 reflects the restricted STRB remit for 2021. The STRB were asked not to recommend a pay uplift for qualified school teachers and leaders but does recommend:

- A £250 consolidated pay award for eligible unqualified teachers.
- Reintroduction of advisory pay point structure for the unqualified teacher pay range.
- Reflects a change 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 pay range teachers and upper pay range teachers, to address learning disruption as a result of the pandemic.

SURVEY

We focused our questions on:

- Asking if these proposed changes are clear;
- Identifying the impact on LA's and schools e.g. teacher's R & R and;
- Gathering your views on what changes/focus from an employers' perspective that you would want to see in next year's (2022) STRB remit.

Please note, if you are unable to answer any specific question, we would prefer you to skip that question and continue to submit your response.

We will only accept 1 submitted response to the online survey, which should take no more than 15 minutes to complete.

Please submit your survey by no later than 2pm on 24 August 2021

Any questions please contact schoolteachers@local.gov.uk

QUESTIONS

1.Name

Patricia Kinsella, Lead Commissioner, HROD Governance & Policy

2.Local authority

Warwickshire County Council

3.Email address

patriciakinsella@warwickshire.gov.uk

4.Roughly how many maintained schools do you represent?

130 maintained schools

5.Roughly how many academy schools do you provide pay policy support to?

57

6. PAY: How concerned are you about the impact on recruitment and retention in your school with the proposed pay pause/freeze for school leaders and qualified teachers? *Where 1 is Not Concerned and 10 is Most Concerned*

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Not concerned

Most concerned

7. PAY: Will the proposed uplift for eligible unqualified teachers (as described on page 9 of the draft STPCD 2021) cause your local authority or schools any significant concerns around recruitment and retention of all teachers and school leaders? *Where 1 is Not Concerned and 10 is Most Concerned*

1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Not concerned

Most concerned

8. PAY: How does your current pay policy make provision for tutoring payments for teachers?

- STPCD 2020 Para 26.1 c) i.e. - additional payments for participation in out of school learning activities
- Other - Please specify

9. PAY: If you responded OTHER to question 8 above, please specify here.

N/a

10.PAY: The proposed TLR3 flexibilities (as described on page 78 para 53 draft STPCD 2021) will enable schools to award consecutive TLR3s for the same responsibility if it relates to 'tutoring to deliver catch-up support to pupils on learning lost during the pandemic'.

Do you anticipate any problems with this provision?

- Yes
- No
- Don't Know

11.PAY: If Yes to question 10, what issues or problems do you anticipate?

WCC think it should be for a maximum period –2 years or 3 years – so as not to break the principle of TLRs being for particular workstreams.
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12.PAY: If Yes to question 10, what changes would you want to see in final STPCD 2021?

WCC believe it should be for a maximum period –2 years or 3 years – so as not to break the principle of TLRs being for particular workstreams, as stated above.

13.Pay: Do you think this will change the local authority/schools pay policy (i.e. do you think schools are likely to use this provision)?

- Yes
 No

14.PAY: If you responded Yes to question 13, please specify why

Due to the timing of the consultation, it is difficult to provide a view on whether schools are likely to use this provision.

15.EARLY CAREER TEACHERS: Do you think the proposed pay and terms and conditions changes relating to the introduction of the statutory Early Careers Framework (described in paragraph 19.2 page 26/27 draft STPCD 2021) will cause your local authority/school any significant implementation concerns?

- Yes
 No

16.EARLY CAREER TEACHERS: If you responded yes to the question above, please specify

WCC would not like to see schools using the ECTs progress towards meeting the standards as a way of preventing teachers receiving their pay rise. The requirement is for teachers to meet the standards at the end of the 2 year induction period. There is nothing specified in the ECT documentation that says if they are not making sufficient progress towards meeting the standards, this will impact on their pay award at the midpoint in their induction. Some newly qualified teachers take a while to settle into the role. We do not want to risk losing good teachers from the profession at the end of the first year, because of a harsh implementation of stopping their expected pay rise, part way through induction.

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17. EARLY CAREERS TEACHERS: Outside of the draft STPCD changes, it has been confirmed that schools will be able to access additional funding to enable further development of this year's NQTs (2020 intake). Do you expect your schools to take up this offer?

- Yes
- No
- Don't Know

18. EARLY CAREERS TEACHERS: If you responded Yes to the question above, do you think this will support the retention of teachers?

- Yes
- No
- Don't know

19. PLATINUM JUBILEE: Are the proposed changes to manage the Platinum Jubilee Bank Holiday, as set out in the draft STPCD 2021 sufficiently clear?

- Yes
- No

20. PLATINUM JUBILEE: Is there adequate notice to enable your LA and schools to manage the necessary changes to the schools 2021/22 timetable?

- Yes
- No

21. PLATINUM JUBILEE: if you responded No to questions 19 and/or question 20, please specify

N/a

22. LOOKING AHEAD: The STRB report sets out the review bodies thoughts in terms of next years (2022) STRB remit. Do you support the STRB's proposed focuses on:

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Equalities impacts of the pay system

- Yes
- No
- Don't Know

23. LOOKING AHEAD: The STRB report sets out the review bodies thoughts in terms of next years (2022) STRB remit. Do you support the STRB's proposed focuses on:

Teacher's wellbeing

- Yes
- No
- Don't Know

24. LOOKING AHEAD: The STRB report sets out the review bodies thoughts in terms of next years (2022) STRB remit. Do you support the STRB's proposed focuses on:

Review of performance related pay

- Yes
- No
- Don't Know

25. LOOKING AHEAD: The STRB report sets out the review bodies thoughts in terms of next years (2022) STRB remit. Do you support the STRB's proposed focuses on:

Review of the existing leadership framework

- Yes

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- No
- Don't Know

26.LOOKING AHEAD: Feel free to expand on your responses here

27.LOOKING AHEAD: From an employer perspective what future changes would your local authority/schools want to see in the STPCD 2022?

- Ability for Upper Pay Range Teachers to voluntarily move back to Main Pay Range within the school they are currently working
- Reduction of salary safeguarding from 3 years to 1 year in line with other sectors
- Other

28.LOOKING AHEAD: If you responded OTHER to the question above, please specify here

Due to the timing of the consultation, there has been limited opportunity to seek a view from Schools on these points.

29.FURTHER INFORMATION: Please feel free to add any extra information or comments you wish to share.

The delayed announcement and publication of the draft STPCD has led to the consultation taking place during the school holiday period and has led to limited opportunity for Schools to engage in the consultation process and as such there has been limited feedback from schools on which to base this response.