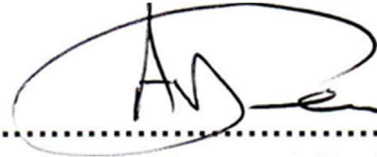


Proposed Decision to be made Under the Council's Urgency Procedure by the Portfolio Holder for Customer and Transformation

WCC Response to the Teachers Pay and Conditions Consultation 2021

Portfolio Holder	Councillor Andy Jenns
Date of decision	19 August 2021
	Signed 
Decision taken	
<p>To approve Warwickshire County Council's (WCC) response to the LGA survey in respect of the government consultation on the 2021 Teachers Pay and Conditions recommendation which is detailed in Appendix 1.</p>	

1.0 Reasons for decision

- 1.1 On 21 July 2021, the government launched a national consultation on Teachers Pay and Conditions recommendations.
- 1.2 DfE have set an eight-week period of consultation which commenced on 21 July and ends on 14 September 2021 during which statutory consultees (which includes National Employers' Organisation for School Teachers (NEOST)) are invited to comment on the publication of the 31st Schools Teachers' Review Body (STRB) report, Draft School Teachers Pay and Conditions Document (STPCD) 2021 and the Teachers' Pay Order. The NEOST consultation also provides an opportunity to identify what school employers think needs to be the focus for the STRB's remit for 2022.

- 1.3 To inform the NEOST response, the LGA are seeking feedback from local authorities to a short survey to be submitted no later than 24 August 2020. It is expected this will be the Council's only submission as part of the consultation.
- 1.4 We have sought feedback from Headteachers and internal stakeholders to gauge views and responses to the government's proposals.
- 1.5 This feedback has been consolidated into one response and is available for review in the appendix document attached.
- 1.6 WCC are supportive of NEOST's headline position as follows, that:
- applying the public sector pay pause (except for a relatively small number of lower paid unqualified teachers (UQTs), is likely to increase the existing recruitment and retention difficulties for all qualified teachers and leaders already identified across the whole school system
 - supports a level of pay protection for the lower paid (in relation to the proposed consolidated payment of £250) for teachers earning less than £24,000 (FTE) on the UQTs ranges
- 1.7 Looking ahead the STRB sets out the thoughts of the review body in terms of the 2022 STRB remit recommending a focus on equalities impacts of the pay system, teacher's wellbeing, review of performance related pay and a review of the existing leadership framework.
- 1.8 WCC are supportive of the proposed focus on these areas, recognising that these matters have a key role to play in affecting morale, recruitment and retention within schools.
- 1.9 The delayed announcement and publication of the draft School Teachers Pay and Conditions Document (STPCD) has led to the consultation taking place during the school holiday period. Due to this there has been limited opportunity for Headteachers to engage in the consultation process and as such there has been limited feedback from schools on which to base the consultation response.
- 1.10 The response has been produced by officers from HR&OD, Education Services and Finance.

2.0 Reasons for Urgency

- 2.1 The decision is required under the Council's urgency procedure owing to the time available to seek views on the consultation and in order to meet the LGA deadline for response of 24 August 2021.
- 2.2 Due to the deadline for response the decision could not be reasonably deferred and should be treated as a matter of urgency.

3.0 Background information

3.1 Government Recommendations:

3.1.1 Education Secretary Gavin Williamson has confirmed that there will be a pay freeze for most teachers in England in 2021/22. Teachers earning under £24,000 (FTE) will receive an uplift of £250 to their annual salary.

3.1.2 The Government published the STRB report on 21 July 2021. The STRB 31st report and Draft STPCD 2021 reflects the restricted STRB remit, and the Government has accepted the recommendations in full as follows:

- A £250 consolidated pay award for unqualified teachers earning less than £24,000 (FTE) on the UQTs ranges.
- 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 (Teacher and Learning Responsibility) 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. TLR3 payments are ordinarily awarded for teachers who are taking on a time-limited school improvement project or one-off responsibility.

3.2 Expected Timescales:

- 8-week consultation on STRB report and STPCD 21 July – 14 September
- WCC consultation with Schools and internal stakeholders – 28 July – 13 August
- LGA deadline for responses from Local Authorities – 24 August
- w/c 20 September – STPCD laid in Parliament and published
- w/c 11 October – STPCD comes into effect
- All provisions back dated to 1 September

4.0 Financial implications

4.1 Finance has undertaken a review to assess the potential impact of the proposed Teachers Pay Award 2021. Note this modelling was based on data available for Warwickshire County Council Maintained Schools only where we have payroll information.

4.2 Based on data as at 9 August 2021 this review is made up of 130 maintained schools, 122 of which are Primary Schools, 6 Nursery and 2 Special Schools. This payroll data identified 1,831 teachers in these 130 maintained schools.

- Only unqualified teachers on the lowest 3 pay points of the Unqualified Teachers Pay Scale, earning less than £24,000 (FTE), will be eligible for the £250 consolidated pay award in 2021/22
- 10 unqualified teachers making up 0.55% of teachers are on the lowest 3 pay points on the Unqualified Teachers Pay Scale and therefore eligible for the pay award
- This yields a total cost for all schools on our payroll of £3,092 including on-costs.

4.3 Warwickshire schools have budgeted for a 2% increase in teachers' pay from September 2021. Estimates suggest the proposed pay award will add an insignificant amount (0.004%) to the teachers' pay bill for Warwickshire maintained schools. The proposed pay award for teachers would be affordable within existing school budgets.

Environmental implications

None.

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Assistant Director	Sarah Duxbury, Assistant Director of Governance and Policy
Lead Director	Strategic Director for Resources
Lead Member	Portfolio Holder for Customer & Transformation

Urgent matter?	Yes
Confidential or exempt?	No
Is the decision contrary to the budget and policy framework?	No

List of background papers (If applicable)

Appendix 1 – LGA Consultation Response

Members and officers consulted and informed

Portfolio Holder – Councillor Andy Jenns - Portfolio Holder for Customer and Transformation

Corporate Board –

Legal – Nichola Vine, Strategy and Commissioning Manager (Legal and Democratic)

Finance – Virginia Rennie, Strategy and Commissioning Manager (Strategic Finance)

Equality – Keira Rounsley, Senior EDI Practitioner

Democratic Services – Helen Barnsley, Democratic Services Officer

Councillors –

Councillor (For consent to Urgency) - Councillor Adrian Warwick, Chair of the Resources and Fire and Rescue Overview and Scrutiny Committee

Local Member(s):