

Staff and Pensions Committee

15 November 2022

Pay Award for Warwickshire County Council Employees on School Teachers' Pay and Conditions

Recommendations

That the Committee:

1. Approves the application of the national pay award to Warwickshire County Council staff employed on the School Teachers' Pay and Conditions Document in line with the approach set out at Section 3 of the report.
2. Approves that in future, only changes outside the nationally determined pay uplift and the advisory pay points, as set out in the School Teachers' Pay and Conditions Document, will be taken to the Committee for approval with any changes within the nationally determined award being deemed approved.

1. Executive Summary

- 1.1 This paper outlines the position regarding the 2022 pay award to employees paid on the School Teachers' Pay and Conditions Document (known as STPCD) which applies to teachers based in maintained schools and those employed centrally.
- 1.2 Pay awards for teachers are decided by Government Ministers and based on the recommendation of the School Teachers' Review Body (STRB). The STRB are issued a remit by the Secretary of State for Education and asked for recommendations on pay awards. Following a national consultation, the final decision on pay awards is made by the Secretary of State for Education.
- 1.3 The Secretary of State for Education has accepted the recommendations of the 32nd report of the School Teachers' Review Body (STRB) and the draft STPCD.
- 1.4 The revised STPCD confirms the following September 2022 pay award:
 - The first 5 points of the Main Pay Range will be increased by the following: M1 8.9%, M2 8%, M3 7%, M4 6.5% and M5 5.5%. These increases are to enable further progression towards the Government's commitment to a minimum starting salary of £30,000 for qualified teachers, and the

associated differentials that are needed to enable this. The minimum, as a result of these increases, will be £28,000.

- A 5% increase will be applied to all other pay and allowance ranges and advisory points.
- All increases will be back dated to 1 September 2022.

- 1.5 DfE have advised that the 2022 pay proposals are estimated to result in on average a 5.4% increase to a school's pay bill for teachers. Schools are not expected to receive extra funding to cover the increased rises, with the Government pointing to its existing funding settlement as sufficient to cover these rises.
- 1.6 In response to the national consultation, the National Employers' Organisation for School Teachers (NEOST) confirmed it welcomes the decisions to fully implement the STRB recommendations for teachers pay 2022/23 but asks that the Government provide additional financial support so that all schools including smaller rural schools can implement the pay award with particular regards to avoiding reductions that risk impacting on teaching standards.
- 1.7 The National Education Union (NEU), along with NASUWT, the Teachers' Union, has written to the Secretary of State serving notice of their dispute with the Government over failure to deliver fully funded, above-inflation pay rises for either teachers or support staff. NEU and NASUWT is preparing to conduct a formal industrial action ballot of teacher members after the autumn half-term holiday.
- 1.8 The draft STPCD was laid in parliament on 14 October to 4 November for the 21-day praying period, which is the formal end of the process. All pay uplifts will be backdated to 1 September 2022.

2. Consistent Application of Teachers Pay

- 2.1 As noted above, pay awards for teachers are decided by Government Ministers and based on the recommendation of the School Teachers' Review Body (STRB).
- 2.2 A teacher on the main pay range must be paid such salary within the minimum and maximum of the main pay range set out in the STPCD. Additionally, advisory pay points for the main pay range are set out to help support decisions about pay for teachers on the pay range.
- 2.3 Warwickshire continues to align to the advisory pay points as set out in the STPCD and this has then been incorporated into the Warwickshire School Teachers' Pay Policy for centrally employed staff and the model pay policy for teaching staff in schools. This approach has provided the basis for a consistent application of the pay award and therefore helped to minimise equal pay risks. Although schools have discretion over how they apply the pay discretions there remains no evidence that they have moved away from the position recommended within the model policy.

- 2.4 In response to the pay discretions offered to schools, each year the Staff and Pensions Committee have approved the application of the national pay award to Warwickshire County Council staff employed on School Teachers' Pay and Conditions.
- 2.5 Approval is sought, that in future, only changes outside the nationally determined pay uplift and the advisory pay points, as set out in the STPCD and reflected in the Warwickshire Teachers Pay Policy, will be taken to the committee.

3. Proposed application of the 2022 Pay Award

- 3.1 It is proposed that the following should be incorporated into the Teacher Pay Policies for schools and centrally employed staff for 2022/23:

Main Pay Range:

SPINE POINT	1 SEPT 2021 TO 31 AUG 2022	1 SEPT 2022 TO 31 AUG 2023	% Increase
Main Pay Range			
Min M1	£25,714	£28,000	8.9%
M2	£27,600	£29,800	8.0%
M3	£29,664	£31,750	7.0%
M4	£31,778	£33,850	6.5%
M5	£34,100	£35,990	5.5%
Max M6	£36,961	£38,810	5.0%
Upper Pay Range			
Min U1	£38,690	£40,625	5.0%
U2	£40,124	£42,131	5.0%
Max U3	£41,604	£43,685	5.0%

Other Pay Ranges

A 5% increase to be applied to all the pay reference points of all other pay ranges - to include upper pay range, unqualified teacher range, leading practitioner pay range, Headteacher pay range, Deputy Head Teacher Pay Range, Assistant Headteacher Pay Range, Leadership Group Pay Range.

A 5% increase to be applied to all the pay reference of all allowances across all pay ranges, including Teaching and Learning Responsibility Payments and Special Education Needs Allowances.

Warwickshire Music Service Instrumental Pay Range:

A 5% uplift to all of the pay reference points of the Warwickshire Music Service Instrumental Pay Range.

SCALE POINT	1 SEPT 2021 TO 31 AUG 2022	1 SEPT 2022 TO 31 AUG 2023	% Increase
Min 1	£19,235	£20,197	5.0%
2	£20,841	£21,883	5.0%
3	£21,672	£22,756	5.0%
4	£23,291	£24,456	5.0%
5	£24,942	£26,189	5.0%
6	£27,104	£28,459	5.0%
Max 7	£28,729	£30,165	5.0%

- 3.2 It is proposed that the pay recommendation to our schools should again be accompanied by a notification to Governing Bodies, that any legal costs associated with equal pay claims as a result of not following the Local Authority advice would fall to the school's budget share. This message would be consistent with Section 6.2.11 of the Scheme for the Financing of Schools (Section 48 of the School Standards and Framework Act 1998) that the Council publishes each year.

4. Financial Implications

- 4.1 DfE have advised that the 2022 pay proposals are estimated to have on average a 5.4% increase to a school's pay bill for teachers. Schools are not expected to receive extra funding to cover the increased rises, with the Government pointing to its existing funding settlement.
- 4.2 WCC currently holds payroll data for 122 Maintained schools. Using data from May to July 2022, it is estimated that the teachers' pay costs would be circa £78m for the financial year 2022/23. A simple 5% increase in teaching costs would equate to an increase of £3.9m for a full year. WCC does not hold payroll or account for payroll data Academy schools or those maintained schools who choose not to purchase WCC payroll services.
- 4.3 These estimates should be received with caution as they are based on a static schoolteacher workforce over 122 schools. Warwickshire schools were recommended to budget for a 4% increase in teachers' pay from September 2022. The average 5.4% increase from the 2022 pay proposals is 1.4% higher than this and will result in schools having to identify options for closing the resulting budget gap.
- 4.4 We know many local authorities and schools will have based their financial planning on lower estimates of pay inflation and for these the potential financial gap will be greater.

- 4.5 Based on the same data source, the effect of 5% would be £35k on traded services (music and specialist teaching service) and 27k on DSG funded services.
- 4.6 Without additional funding to cover cost pressures and any existing budget deficits, noting that not all schools are in the same financial position, it is considered that schools will face significant budgetary challenges. Some schools will have to make savings elsewhere and this will add to continued financial pressures and reduced financial stability across the school system.

5. Environmental Implications

- 5.1 None

6. Supporting Information

- 6.1 It is recommended that the Committee approve the application of the national pay award to Warwickshire County Council staff employed on School Teachers' Pay and Conditions Document in line with the approach set out at Section 3 of the report.
- 6.2 Warwickshire continues to align to the advisory pay points as set out in the STPCD and this has then been incorporated into the Warwickshire School Teachers Pay Policy for centrally employed staff and the model pay policy for teaching staff in schools. Therefore, approval is sought that in future, only changes outside the nationally determined pay uplift and the advisory pay points, as set out in the Schools Teachers' Pay and Conditions Document, will be taken to the Committee.

7. Timescales associated with the decision and next steps

- 7.1 The draft STPCD was laid in parliament on 14 October to 4 November for the 21-day prying period, which is the formal end of the process.
- 7.2 It is proposed pay review will be implemented in the December 2022 pay run and all pay uplifts will be back dated to 1 September 2022.

Appendices

1. School Teachers' Review Body 32nd Report 2022
2. School Teacher's Pay and Conditions Document 2022

Background Papers

None.

	Name	Contact Information
Report Author	Tina Riley, Strategic People Improvement Governance & Policy	tinarileyhr@warwickshire.gov.uk
Assistant Director	Sarah Duxbury, Assistant Director of Governance & Policy	sarahduxbury@warwickshire.gov.uk
Strategic Director	Rob Powell, Strategic Director for Resources	robpowell@warwickshire.gov.uk
Portfolio Holder	Councillor Andy Jenns, Portfolio Holder for Customer and Transformation	andyjenns@warwickshire.gov.uk