


# Proposed Decision to be made Under the Council's Urgency Procedure by the Portfolio Holder for Customer and Transformation on 17 August 2020

## Warwickshire County Council Response to the Teachers' Pay Consultation

<b>Portfolio Holder</b>	Councillor Kam Kaur
<b>Date of decision</b>	17 August 2020
	<b>Signed</b> 

### Decision taken

That the Portfolio Holder for Customer and Transformation approves Warwickshire County Council's response to LGA in respect of the government consultation on the 2020 Teachers Pay recommendation which is detailed in the appendix.

### Reasons for decision

On 21 July 2020, the government launched a national consultation on the Teachers Pay recommendations.

To help inform the National Employers' Organisation for School Teachers (NEOST) response to the consultation Warwickshire County Council have been invited by the LGA to submit a consultation response by the deadline of 18 August 2020.

DfE have set an eight-week period of consultation which commenced on 21 July and ends on 14 September 2020 during which statutory consultees, which includes National

Employers' Organisation for School Teachers (NEOST), are invited to comment upon the 2020 pay order.

To inform the NEOST response, the LGA are seeking feedback from local authorities, on a small number of questions, to be submitted no later than 18 August 2020. It is expected this will be the Council's only submission as part of the consultation.

We have sought feedback from Headteachers and internal stakeholders to gauge views and responses to the government's proposals.

This feedback has been consolidated into one response and is available for review in the appendix document attached.

We are supportive of the proposals but only if the government provides additional funding. Schools and WCC cannot be expected to absorb this additional cost without additional funding.

We already operate the advisory pay points with the exception that we have a point 6a and 6b. Based on the review undertaken by Finance, it is expected the estimated cost on teachers' pay bill will be 3.2% which is 0.1% higher than the 3.1% that the Government have estimated. This is due to the removal of the 6a point from the advisory pay scales. As these are only advisory pay points there will no requirement to move to the single point at 6. We will need to determine locally, through discussion with stakeholders, how we move forward with this and over what timescale.

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.

The response has been produced by officers from HR&OD and Finance.

### Reasons for Urgency

The time available to seek views on the consultation and in order to meet the LGA deadline for responses of 18 August 2020 required the decision to be made under the urgency procedure.

### Background information

#### **Government Recommendations:**

The Government published the School Teachers Review Body's (STRB) report on the teachers pay award for 2020 on Tuesday 21 July 2020. The Government has accepted the STRB's recommendation in full as follows:

- Minimum of the MPR is increased by 5.5 per cent.
- Maximum of the MPR and the minima and maxima of all other pay and allowance ranges for teachers and school leaders are uplifted by 2.75 per cent.
- Advisory pay points are reintroduced on the MPR and UPR from September 2020. The advisory pay points no longer include the M6a pay point.
- Schools will be expected to meet the cost of these recommendations from existing budgets.

**Timescales:**

- 8 week consultation on STRB report and STPCD 21 July – 14 September
- WCC consultation with Schools and internal stakeholders – 29 July – 13 August
- LGA deadline for responses from Local Authorities – 18 August
- w/c 21 September – STPCD laid in Parliament and published
- w/c 12 October – STPCD comes into effect
- All provisions back-dated to 1 September

**Financial implications**

Finance has undertaken a review to assess the potential impact of the proposed Teachers Pay award 2020. Note, this modelling was based on data available for Warwickshire County Council Maintained Schools only where we have payroll information.

Based on this review it is expected the estimated cost on teachers' pay bill will be 3.2% which is 0.1% higher than the 3.1% that the Government have estimated. This is due to the removal of the 6A point from the advisory pay scales. Further local discussions will need to be held to determine our approach to this.

This review supports the NEOST headline consultation response that without full funding some schools will have to make savings elsewhere and this will add to continued financial pressures and reduced financial stability across the school system.

**Environmental implications**

None.

**Report Author**

Patricia Kinsella, Lead Commissioner - Strategic People Improvement

**Assistant Director**

Sarah Duxbury, Assistant Director of Governance and Policy

<b>Lead Director</b>	Rob Powell Strategic Director for Resources
<b>Lead Member</b>	Councillor Kam Kaur

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

<b>List of background papers (If applicable)</b>
None

<b>Members and officers consulted and informed</b>
Portfolio Holder – Councillor Kam Kaur
Corporate Board – Rob Powell
Legal – Nicola Vine, Strategy and Commissioning Manager, Legal and Democratic
Finance – Neil Butler
Equality – Keira Rounsley
Democratic Services – Paul Williams
Councillors –
Councillor Adrian Warwick (For consent to Urgency)
Local Member(s): N/A

## LGA consultation for NEOST response: school teachers' pay 2020

1. What do you think the impact will be on your schools (3.1% in England and 3.2% in London estimated cost on teachers' pay bill) as the pay award comes with no new funding and the estimated cost detailed above is higher than 3% DfE pay option to the STRB?

Warwickshire County Council has undertaken a review to assess the potential impact of the proposed Teachers Pay award 2020. Note, this modelling was based on data available for Warwickshire County Council Maintained Schools only as at 20 June 2020. This review is made up of 140 maintained schools, 2 of which are Primary Schools and the remainder are Secondary Schools.

Based on this review it is expected the estimated cost on teachers' pay bill will be 3.2%. The removal of the M6a pay point is likely to have a significant impact.

This review supports the NEOST headline response that without full funding some schools will have to make savings elsewhere and this will add to continued financial pressures and reduced financial stability across the school system.

In principle, we are supportive of the proposals but only if the government provides additional funding. Schools and WCC cannot be expected to absorb this additional cost without additional funding.

We have had limited ability to discuss this impact with individual schools due to the consultation period running over the school holiday period.

***Our preference is for hard data from across your schools, however if some texture can be provided using a few individual examples that would also be helpful.***

2. In principle does your local authority/ schools support the higher increase (creating a higher starting salary) for M1?

3. Is this proposal likely to have a positive impact on retention and recruitment for schools in your area?

***10 positive impact to 0 no impact at all***

4. Will you need to revisit your financial planning as a result of this proposal?

5. How concerned are you about that?

***10 positive impact to 0 no impact at all***

6. How will different schools in your area be disproportionately impacted?

We have had limited ability to discuss this impact with individual schools due to the consultation period running over the school holiday period. However, in principle

this is likely to add further pressure to schools already in deficit and may cause more schools to enter a deficit position.

7. Will you introduce the new advisory pay points in the STPCD? \*

Yes – but overtime

8. What's the impact on your budget in relation to Centrally Employed Teachers for your local authority and schools in your area?

There is expected to be minimal impact on budget in relation to Centrally Employed Teachers.

9. We appreciate that much of the evidence that you can provide will be anecdotal any evidence backed up with facts and figures will help to strengthen the NEOST response around the funding implications.

As above.

10. Is there anything else you think it would be helpful to tell us?

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.

We already operate the advisory points apart except that we have 6a and 6b. It is the move to a single point at 6 which has contributed to the 3.2% increase. We will need to determine locally how we move forward with this and over what timescale.

**\*Note Q7** - The Pay Policy for Warwickshire Schools already incorporates the advisory pay points. However, you will note that the proposed advisory pay points do not include the structure of points 6a and 6b which have been a feature of the LGA modelled pay scales for several years.