

School staff pay from September 2020



NEU advice on implementation

This NEU advice sets out action points in order to ensure that every member in every school receives the appropriate pay increase.

What's happening to teacher pay

School teachers' statutory pay ranges are due to be increased in both England and Wales with effect from 1 September 2020 following decisions by the Secretary of State for Education and by the Minister for Education in Wales.

In **England**, the Secretary of State for Education has decided to accept and implement the STRB's recommendation for a 5.5% increase to M1 and for a 2.75% increase to the maximum of the main pay range and to the minimum and maximum of all other pay ranges (upper; leadership, leading practitioner and unqualified), along with a 2.75% increase to allowance ranges (including TLRs and SEN allowances).

Advisory pay points for the main and upper pay ranges will be restored to the School Teachers' Pay and Conditions Document (STPCD). Although we continue to press for mandatory pay points, the reintroduction of advisory pay points is an important development. The pay levels in the advisory pay points are based on previous joint union advice and this underlines the value of that advice in persuading so many schools to continue using appropriate pay scales and in resisting the dismantling of the national pay structure. More information on this is in the section below on securing pay increases for all teachers, including on situations where schools pay above or below the advisory points.

In **Wales**, the Welsh Government proposals are for an increase of 8.48% at starting pay, but with increases tapering off to 3.75% on the main pay scale and 2.75% for other teachers. TLR and SEN allowances will also be increased by 2.75%.

In addition, the Welsh Government proposes to shorten the main pay scale from 6 points to 5 points, abolish performance-related pay in favour of experience-based pay progression and reintroduce national statutory pay scales. Further information will be made available on these issues when it is available.

The proposed increases in England and Wales fall short of the justified NEU call for a 7% increase for all teachers to make significant inroads into the cuts to teacher pay against inflation since 2010, but the NEU is campaigning to ensure that all eligible staff receive pay progression in addition to the cost of living increases announced.

The NEU is clear that although the Government must provide better funding for schools, all teachers must receive the relevant pay increases for September 2020. School funding increases are significantly higher than the pay increases.

This advice assumes that these decisions are implemented following statutory consultation closing in September. It is very unlikely that the key decisions will change, but if they do the NEU website and this advice will be updated. Further information including pay toolkit documents can be found here <https://neu.org.uk/pay-advice> with information on the NEU pay campaign here <https://neu.org.uk/campaigns/pay-campaign>

What's happening to support staff pay

- The NJC has reached a national pay agreement applicable from 1 April 2020 and providing for a 2.75% pay increase and a one day increase in Green Book annual leave entitlements.
- See the NEU website here <https://neu.org.uk/support-staff> for specific advice on support staff issues.

Securing the pay increases

It's absolutely essential to secure these increases for all staff. The NJC national pay agreement for support staff should now be implemented. Detailed advice for teacher pay issues is set out below.

Recommended teacher pay scale points for England endorsed by the NEU, ASCL, NAHT and Voice can be found here <https://neu.org.uk/media/5976/view> together with jointly endorsed advice on their implementation.

- The joint union advice is that all teachers and school leaders should receive an individual pay increase at least in line with the STPCD increases – 2.75% for most pay points and allowances, with higher increases for M1-M5 – in addition to any pay progression for which they are eligible.
- Where a school has previously used pay points for the main/upper pay range with lower values than our recommended pay points, the joint union advice is that the STPCD advisory pay points should be adopted and individual teachers paid appropriately, even where this involves a higher increase.
- Where a school has previously used pay points for the main/upper range with higher values, the joint union advice is that such pay scale points should be increased in line with the increases in the STPCD pay scale points and not by any lower amount.

Actions to secure the appropriate pay increase

For teachers the STPCD now only sets out minimum and maximum values for pay in the form of pay ranges. It no longer sets out mandatory pay scale points - schools can determine their own pay scale points within the minimum and maximum of each pay range. This means that teachers will not necessarily get the above increase automatically. The reintroduction of advisory pay points on the main and upper pay ranges does not guarantee that schools will pay these points.

The NEU position is that:

- All teachers should receive a September 2020 pay increase in line with the national increases in pay scale points, separate from any increase due to pay progression, in line with the joint union advice here <https://neu.org.uk/media/5976/view>
- Local authorities and MATs should agree to advise schools that, where they are using pay scale points below the national advisory pay scale points, they should adopt the national points with immediate effect, in line with the joint union advice here <https://neu.org.uk/media/5976/view>
- Schools should follow that advice in relation to any pay scale points below the national advisory pay scale points.

Local officers and union negotiators

Press local authorities and academy employers to announce as soon as possible, if you haven't already done so, that they intend to support the above position. Most employers have supported the joint union advice on teacher pay in previous years. Securing a critical mass of support among local authorities and academy employers will help to spread this good practice.

NEU school & workplace representatives

Contact the headteacher and chair of governors seeking confirmation that the relevant increases will be paid in full and the recommended pay scales applied. (If there is no NEU rep in your workplace, make sure that this letter is sent anyway on behalf of NEU members – and elect a rep!)

If your school has previously used pay points for the main/upper pay range with lower values than our recommended pay points, press it to adopt the joint union advice that the STPCD advisory pay points should be adopted and individual teachers paid appropriately, even where this involves a higher increase than above.

If your school has previously used pay scale points with higher values, press it to adopt the joint union advice that such pay scale points should be increased in line with the increases in the STPCD and not by any lower amount.

If there is any suggestion that the increases won't be paid in full in your school or academy, please immediately contact the NEU locally for support.

Rights to be consulted on pay at school level

Schools and academies are required to consult formally each year on the school pay policy and pay structure, including the proposed level of pay increase and when and how it will be implemented. This is also an opportunity to raise any other issues and concerns and pursue improvements in the pay policy.

NEU reps should call a meeting of members about pay early in the new term. You can find resources to support your meeting here <https://neu.org.uk/campaigns/pay-campaign>

It's essential to ensure members know they won't necessarily get the September 2020 teacher pay increase automatically. As well as discussing how to secure the increase, you can discuss how to support the NEU's continuing campaign to restore the value of teachers' pay.

Consequences of failing to act

NEU teacher pay surveys have shown that a significant number of members are told each year they are not going to get a cost-of-living increase. We do need to ensure that we press for confirmation that the full relevant cost-of-living increase will be received by every teacher and applied to all pay points and allowances.

Seek confirmation, rather than asking whether it will be paid – that demonstrates our presumption that it will be paid. Members are assured of NEU support where necessary to ensure that the increase is secured in every school.

The following funding points should be cited in support of this presumption of payment.

- The fact that funding increases overall are significantly higher than the pay increase is the clearest possible indication of the intention that the increases should be implemented for every teacher in every school.
- Although we continue to campaign for improved funding, we are clear that pay is the priority for funding.
- Teachers will pay a heavy price for the refusal to pay even the inadequate pay increases implemented by the Government, at a time when we already face severe recruitment and retention problems and when teacher pay has been hit hard in real terms by years of austerity.
- Any argument that the school cannot afford the pay increases should be robustly challenged.
 - All relevant budget information should be provided so that such claims can be assessed in the context of the overall school budget.
 - Schools with an older age profile for teachers should be reminded that their pay progression costs will be lower than those for schools with a younger age profile.
 - Schools with a younger age profile for teachers should be reminded that their pay bill will be lower than that for schools with an older age profile.

NEU website advice on pay

The NEU teacher pay calculator has been updated at <https://neu.org.uk/pay-calculator> It sets out the value of the recommended pay scale points, per year and per month so that teachers can compare the figures with those on their pay slips. It also shows the cumulative cuts in their value in real terms since 2010.

The NEU teacher pay toolkit advice documents are available at <https://neu.org.uk/pay-toolkit> – they will be updated to reflect any technical changes in the 2020 statutory pay documents when published but the advice remains current and can be used in organising and casework on pay policies and pay progression.

In addition to the advice on teacher and support staff pay, advice for teachers in FE and sixth form colleges, the independent sector and Soulbury members can also be found on the NEU website.

Find out more on the NEU pay campaign here <https://neu.org.uk/campaigns/pay-campaign>