

Winning at work

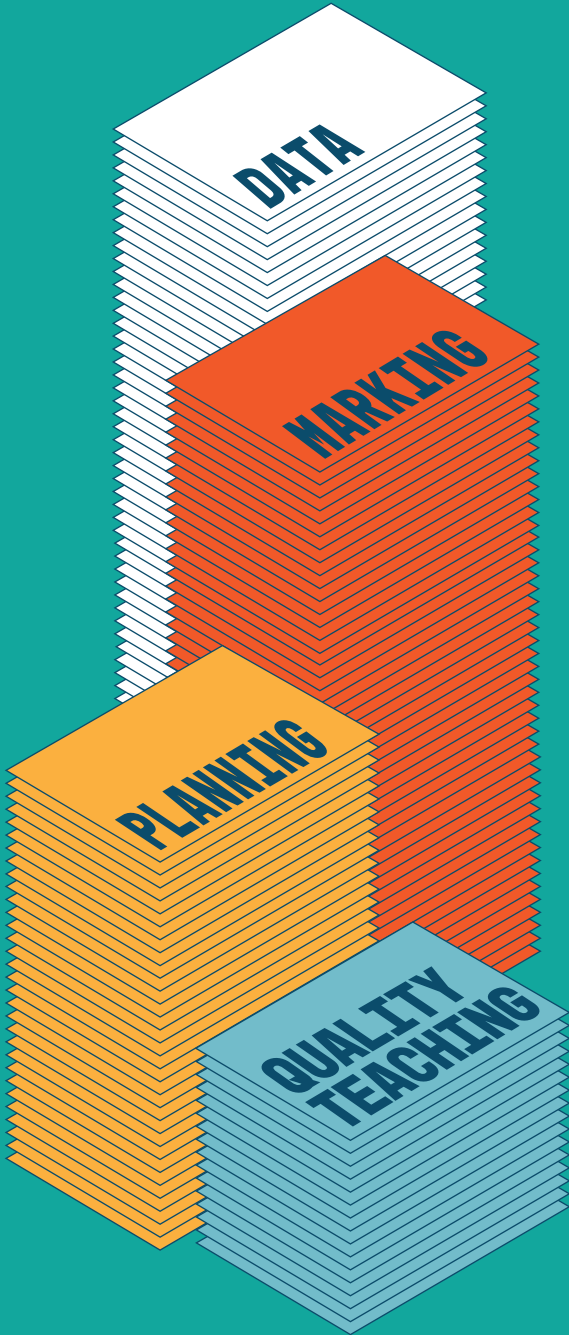


Securing a pay rise and ending performance related pay



Guide for National Education Union
workplace representatives and members







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Foreword

Welcome to our second Winning at Work publication, focussing on pay and performance related pay in schools. As reps you are the most important part of our union: supporting members, winning gains for union groups and representing our profession.

Since 2010, teachers and support staff have lost some 15% in pay against inflation as public sector pay freezes and below-inflation pay increases have been imposed on the public sector.

These pay cuts, combined with the imposition of damaging and unfair performance related pay and the dismantling of national pay arrangements, have made a significant contribution to the deepening recruitment and retention crisis in education.

The aim of our new bargaining calendar is to support you to work together with members at your school to improve working conditions, identifying one key issue per term. This autumn term we want to support you to make sure your school has guaranteed automatic pay progression for all eligible staff and that all staff receive the national pay increases.



The collective efforts of educators throughout a very difficult period during coronavirus have further underlined the essential contribution of good quality and dedicated staff. You should receive the pay you deserve including, eventually, full restoration of the pay lost since 2010.

We hope this booklet is useful to you and your members and that together you can use this to help you in Winning at Work. You can share your stories with us via campaigns@neu.org.uk

Thank you again for your work and dedication on behalf of our union. Together we will shape the future of education.

Yours sincerely,

Kevin Courtney Mary W. Boustead

Kevin Courtney and Mary Boustead
Joint general secretaries,
National Education Union

Our bargaining calendar

Our new bargaining calendar is a framework for National Education Union reps and members to help develop workplace presence and win for members. Echoing the rhythm of the school year, the framework will help coordinate activity as part of a national campaign to improve working conditions.



Autumn term
Pay



Spring term
Appraisal

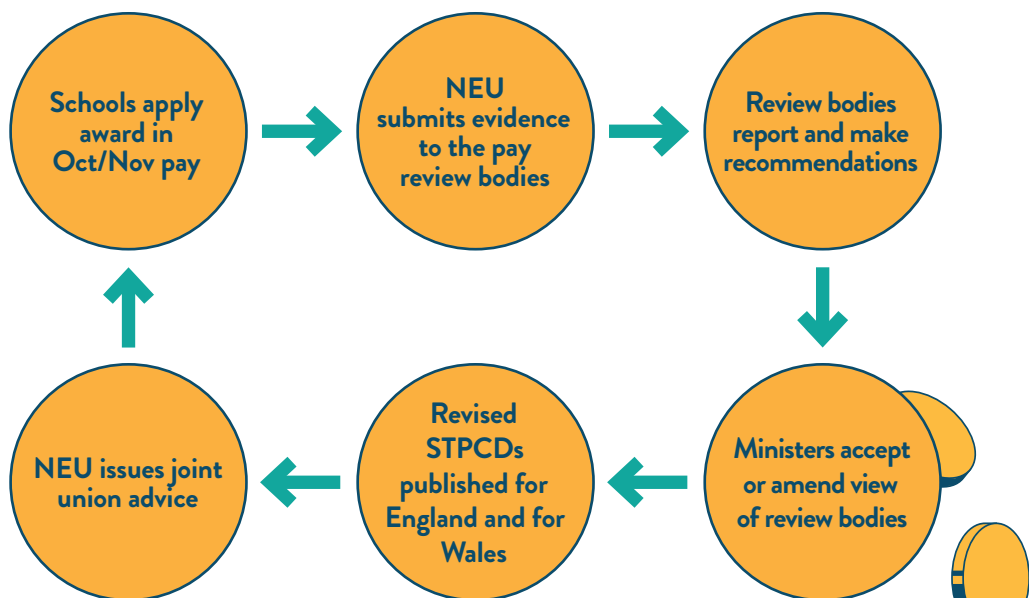


Summer term
Directed time

How is pay decided in schools?

There are two parts to your pay increase - the annual “cost of living” pay increase, discussed below, and individual pay progression on your pay scale, discussed later in this booklet.

The process leading to the annual national pay increase for teachers, decided by government, has several stages throughout the year in which the NEU plays a part as shown below.



National pay scale points for teachers are being restored this year in England and in Wales. The NEU is pressing all employers who pay teachers less to move to these national pay scale points.

Every year, Government appointed Pay Review Bodies evaluate teacher pay in England and in Wales.

This isn't a negotiating process - although the NEU is allowed to submit evidence about how much it thinks pay should be increased, for example to protect its value against inflation.

The two Review Bodies recommend teacher pay increases for the following September. Government ministers then decide whether or not to implement these recommendations. Their decisions are not subject to review.

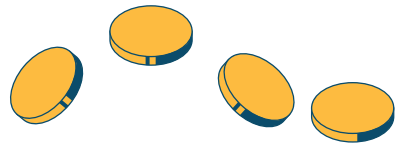
The pay increases are applicable from 1 September. For several years, the decisions have not been announced until July, making it very difficult for schools to plan.

The school support staff pay increase usually applies from 1 April and is determined by the national pay negotiations for all local government staff or, for some, by local negotiations. NEU reps should press for those support staff pay rises to be followed in your school.

The NEU, with sister unions, publishes joint union advice and agreed pay scales each year to help schools apply the pay increases.

It is at this point that we work with you and other reps to ensure that this pay increase is implemented fully for all staff - more information about this further in this booklet.

Schools usually pay the increase in October or November or sometimes December's pay, although this is backdated from September. The STPCD applies to all local authority-maintained schools, and many academies apply it also, but they do not have to - you need to check your pay policy at school to find out.



**To find out the latest
pay increase from
government go to
[neu.org.uk/campaign/
pay-campaign](https://neu.org.uk/campaign/pay-campaign)**

Joint union pay scales 2020-2021

Quoted from the joint union guidance on pay this year:

“The 2020 STPCD now includes advisory pay points for use in relation to the Main and Upper Pay Ranges with effect from 1 September 2020. The recommended pay scale points for the Main and Upper Pay Ranges set out below are in accordance with the STPCD advisory pay points. Those advisory pay points are themselves derived from the pay scale points recommended in our joint union pay advice last year, uprated by an annual pay increase effective from 1 September 2020.

The decision to restore advisory pay points for the Main and Upper Pay Ranges in the STPCD and to align their values with those recommended by our joint union advice underlines that schools which have used the recommended pay point set out in each year’s edition of this joint union pay advice have acted appropriately. September 2020

The vast majority of schools already pay teachers according to the pay points set out in this annual joint union advice. Where any school has used pay points with lower values than our recommended pay points, we jointly recommend the advisory pay points

should be adopted and teachers should be moved to the next highest point above their current point (after taking into account the annual uplift in the value of the points).

The pay points set out on the next page should be regarded as a minimum entitlement. Where any school has used pay points with higher values than our recommended pay points, those pay points should be increased in line with the increases in the advisory pay points and should continue to be increased every year in line with the relevant national pay increase. The restoration of advisory pay points should not be used as justification for a lower pay increase.

The principles supporting the use of national pay points for the Main and Upper Pay Ranges apply equally to pay for those on the leadership range, leading practitioner range and unqualified teacher range for whom recommended pay points are also set out in this advice. We will continue to encourage the DfE to make the STPCD advisory pay points mandatory once more and to restore mandatory pay points for all teachers and leaders as part of the national pay structure needed for schools.”

Classroom teachers

Main Pay Range

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£25,714	£32,157	£29,915	£26,948
2	£27,600	£33,658	£31,604	£28,828
3	£29,664	£35,226	£33,383	£30,883
4	£31,778	£36,866	£35,264	£32,999
5	£34,100	£39,492	£38,052	£35,307
6 (maximum)	£36,961	£42,624	£41,136	£38,174

Upper Pay Range

	England (excl. the London Area)	Inner London Area	Outer London Area	Fringe Area
1 (minimum)	£38,690	£46,971	£42,559	£39,864
2	£40,124	£49,279	£44,133	£41,295
3 (maximum)	£41,604	£50,935	£45,766	£42,780

Pay progression and PRP

Aside from the annual pay increase decided by government, each individual receives an increase when they progress on their pay scale.

In recent years, for teachers, this has been based on performance related pay or PRP.

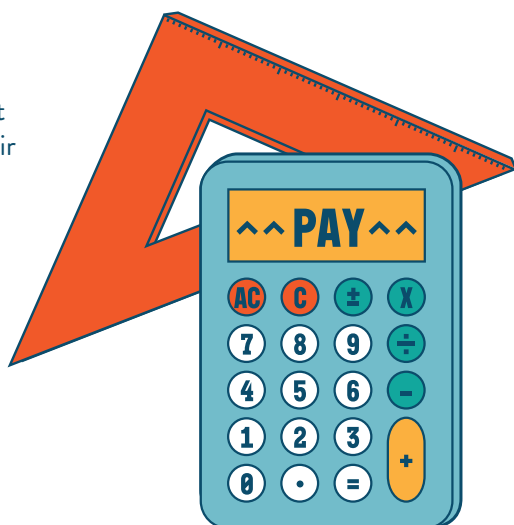
Performance based progression for support staff is now becoming increasingly common in some areas as well.

Before 2013, the overwhelming majority of teachers would automatically progress up the classroom teacher pay scales every year in recognition of their acquisition of skills and expertise. In 2013, as part of the Michael Gove 'reforms', PRP was imposed on all teachers in England and Wales. Now, a significant proportion of teachers are denied their pay progression every year.

There is no good evidence to support PRP and the evidence including from our members' experience shows that it is unfair and inappropriate. It is often used to apply unfair targets and to hold down pay, having a disproportionate and discriminatory impact on women and black educators.

The NEU opposed the introduction of PRP and continues to campaign for it to be abolished.

This year, PRP is being abolished in Wales and many Multi Academy Trusts (MATs) in England are ending PRP in their academies as well.



How does performance related pay work?

Each autumn, you will set your objectives with your line manager, as part of your appraisal process.

In the spring term, you may have a formal mid-year review with your line manager. The following autumn, as part of your annual appraisal review, your line manager will assess your performance alongside your targets and, if you are eligible for pay progression, recommend whether or not you should get it .

Pay progression during coronavirus

Schools cannot complete meaningful appraisal reviews this year and annual pay reviews cannot be carried out in the normal way either.

The DfE has said that staff must not be penalised due to the impact of the COVID-19 when pay progression decisions are made and no member of staff should suffer a detriment. The principle of no detriment means that eligible staff, including school leaders, must not be denied pay progression.



For further campaign information about PRP and pay go to neu.org.uk/pay

How we are campaigning to win on pay

As NEU reps, you are in the best position to help the national union secure a pay increase for all your members.

To ensure we win a pay increase for all your members there are two important activities which form our bargaining calendar priorities for the autumn term:

- 1** Ensure all members receive the correct national increase in pay and are being paid no less than the national pay scale points.
- 2** Ensure all members receive pay progression.



Below are some steps you can take collectively in your workplace to win on pay:

- 1** Organise a meeting of members to discuss the national pay increase and performance related pay.
- 2** Use our campaign materials - available at neu.org.uk/pay - to seek confirmation from your headteacher that the national pay scales are being used and the national pay increase implemented, and press for automatic pay progression for all eligible staff.
- 3** Meet with members to discuss your head's response and decide your next steps.
- 4** If you need support, contact your branch secretary. Details on how to do this are on page 11.

Your support:

contact your branches and region

We have a whole network of support to help you in your role as an NEU representative, ensuring you win for members at work.

This includes:

Your branch secretary

An elected NEU member who will be responsible for supporting you in bargaining and winning for members. Their details are available at neu.org.uk/contact-us

Your regional team

Our group of professional staff are there to assist you in your area. The details for each regional office are here:

Northern

3 McMillan Close
Saltwell Business Park
Gateshead
NE9 5BF
northern@neu.org.uk

Yorkshire and Humber

Lazarus House (1st Floor)
14 Prince's Street
Doncaster
South Yorkshire
DN1 3NJ
yorkshire&humber@neu.org.uk

North West

Paragon Business Park
Chorley New Road
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West Midlands

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East Midlands

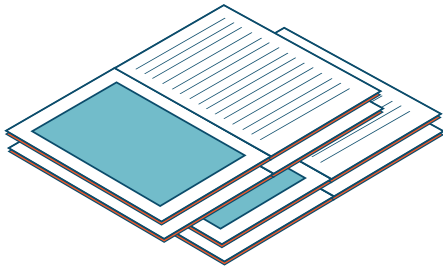
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Cymru

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18 Neptune Court
Vanguard Way
Cardiff
CF24 5PJ
cymru.wales@neu.org.uk

NEU Adviceline

If you would like help and advice representing members at your workplace, contact the NEU AdviceLine at:
neu.org.uk/employment-adviceline

neu.org.uk/pay



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