



National Education Union

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Joint General Secretaries

Dr Mary Bousted BA (Hons) MA PhD

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To: All headteachers/MAT CEOs/local authorities

Date

Dear FIRSTNAME,

Fair pay for all staff

We are writing to let you know about the National Education Union (NEU) campaign this term around fair pay for all staff.

Leaders, teachers and support staff in schools and academies across the country have undertaken an incredible collective effort during the coronavirus pandemic.

They have provided the best education possible, supporting their pupils and the communities they serve.

Now it is time to make sure that we work together to ensure fair pay for all staff.

School and academy leaders, and those managing multi-academy trusts and local authorities, have worked hard in collaboration with union representatives to keep our communities safe. These relationships with you continue to be vital.

We know the funding situation continues to be difficult for many schools, despite the extra money our joint campaign won from Government last summer.

However, we do think it is very important that the pay scales the Government itself agrees to are paid – and that we then continue to work together to keep a focus on funding.

The NEU believes that staff should:

1. Receive pay progression

The Department for Education rightly advises that teachers and support staff should not be penalised with regard to appraisal or pay progression due to the impact of Covid-19. This means, in our view, that all staff eligible for pay progression should progress with effect from September 2020, unless they were previously on a formal capability procedure and have not made sufficient progress.

2. **Be paid on at least the nationally-recommended pay scales**

We believe that the teacher pay increases recommended by the School Teachers' Review Body (STRB), and agreed by Government, for this September should be implemented, in full, for all.

These rises are already factored into the pay scales we sent you recently – and are recommended by NEU, NAHT and ASCL. These are based on the new advisory pay points and are [available here](#).

Increases for support staff should be implemented as well, backdated to 1 April, 2020 if you follow the NJC national pay agreement for support staff, with monies due paid to staff as soon as possible, information is [available here](#).

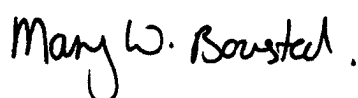
3. **Get the recommended pay percentage increase**

If your school or MAT currently pays above the recommended pay points we believe you should increase pay in line by the recommended percentages rather than dropping back.

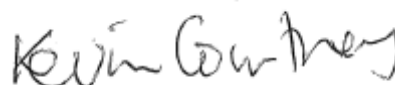
Our local representatives will discuss our campaign directly with members and will be happy to meet you to discuss it, as part of your ongoing negotiations locally.

We hope that you can support these campaign aims and that together we can deliver what we think are vitally important steps to to ensure fair pay for all education staff.

Yours sincerely,



Mary Boustead
Joint General Secretary



Kevin Courtney
Joint General Secretary

Appendix- Joint union pay scales and advice?

Appendix- links to pay campaign?