

Leadership pay



This is one of a series of advice sheets for members of NEU Leadership - senior leaders in education in membership of the National Education Union. These advice sheets aim to give you advice on your position as an employee, which reflects your particular position as a leader and manager.

You can read other NEU advice and find out more about NEU Leadership, about the NEU's model of ethical leadership in education and about the NEU's Guild Community, which offers you peer support from fellow NEU Leadership members, at neu.org.uk/leadership

Ensuring fair pay for Leaders

School and college leaders have worked well beyond what is normally expected of them during the continuing global pandemic. The NEU thanks you for the amazing work and effort you have put in. Fair pay is the least that you should expect.

In England, however, pay ranges for school leaders are being frozen by the Government for 2021-22, while school leaders in Wales face the prospect of another below-inflation pay increase. Many school leaders will face difficulties in securing pay progression, while college leaders will face constraints across the board due to funding pressures.

All educational staff deserve fair pay. The NEU advocates a "whole school" approach which ensures, among other things, that leaders are not obliged to put others' needs before their own. Problems of recruitment, retention and motivation are as high, and often higher,

among leaders as among other staff and should not be exacerbated by concerns regarding pay grading and pay progression.

Finding and using the NEU's advice

The NEU has put together a [detailed set of resources](#) to help support all members in schools address difficulties regarding pay and pay progression. Our [advice on pay and progression issues for school leaders](#) is specifically designed for school leaders, but its principles can be applied in other settings as well.

In need of help and support?

If you need advice or help regarding a pay issue, please contact your workplace NEU rep or [contact your local NEU branch](#). You can also call the NEU adviceline at 0345 811 8111 (Monday to Friday, 9am to 7pm) or email adviceline@neu.org.uk. The NEU can not only advise you but also, if necessary, arrange for you to be accompanied at meetings. We strongly recommend you seek advice on any situation you may be facing.

If there is a specific issue not covered in this or other advice sheets which you would like the NEU to look at, or if you simply want to let the union know about something from a leadership perspective as an NEU leadership member, then please contact the NEU's National Official (Leadership) on steve.cooper@neu.org.uk