



E-Bulletin Oxfordshire NEU

Bulletin No. 4
7th October 2021

Date:

Good evening to you all.

School Teachers Pay

We are writing to you with some important information and advice about pay scales and pay progression for teachers and how these might affect you - this is set out in a number of links below.

TEACHER PAY SCALES

Click here to see the [pay scales for teachers for 2021/22](#) and their monthly equivalent - use this to check you are being paid on the correct scale.

ANNUAL PAY PROGRESSION

Click here for [guidance on how decisions are made about teacher pay progression](#) and how this might affect you. **Headline:** After five years teaching you should expect to be on M6.

EXTRA RESPONSIBILITIES, TLRs AND THE UPPER PAY RANGE

Click here for [guidance on being asked to take on extra responsibilities](#) without additional payment. **Headline:** You should not be expected to take on extra responsibilities as a condition for moving onto the Upper Pay Range.

JOINT PRESS RELEASE REGARDING PAY

Click here to read the [Joint Press release](#) by the Association of School and College Leaders (ASCL), National Association of Headteachers (NAHT), National Education Union (NEU) and Voice Community Section in response to the publication of STRB report on pay.

CONTACT YOUR TRUST/COUNCIL/LEADERSHIP TEAM

In response to the above press release, please click here for a model [Pay Freeze response letter](#), which can be used by reps/members when contacting your schools leadership team/Trust/Council when challenging the decision regarding pay. Thanks to Ruth Smith (NEU Rep at The Henry Box School) for creating this letter.

Ruth and the members at The Henry Box School have had their **Trust agree to a small pay increase**, as apposed to a pay freeze by using this letter. We would therefore encourage all

Reps and members to also follow Ruth's lead and use this in discussion with your own Leadership Team.

We hope this information is useful to you, and we are always here to help, so do not hesitate to get in touch if you have any concerns about implementation of pay policy in your school.

Members Survey

Oxfordshire NEU Officers & Committee members are committed in supporting all members and reps in their workplace. To do this more effectively we do need to engage with more members. We hold regular General Meetings, but even with the assistance of 'Zoom', uptake has lapsed over recent months.

Currently, Oxfordshire NEU hosts meetings on Thursday evenings from 5.30pm - 7.00pm at the Jury's Inn, Wolvercote, Oxford, but we know we need to be more flexible and also offer alternatives to meeting dates and times.

We are aiming to re-launch our "Chit-Chat" sessions (held in the North, West, South and City), which are informal "drop-in" style meetings, where members can pop in for a drink and a chat on Friday's after work as well as hosting Social Events throughout the year. Hearing what our members want, need and would like to see in Oxfordshire is at the heart of our organising.

We would therefore appreciate it if you could **complete the following survey** so that we can try our best to meet with you all, listen to you all and more importantly, work with you all. **The closing date for the survey is the 22nd October at 3.00pm.**

[Complete the survey here!](#)

Please make sure to **take our survey**, and also to **return your ballot paper** for the Election of the Deputy General Secretary.

We look forward to seeing you all soon

Oxfordshire NEU

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