

A photograph of a concrete staircase with a metal handrail, set against a grey wall. A white line graph is superimposed on the wall, showing an upward trend with some fluctuations. The image is partially obscured by a dark blue diagonal shape.

Performance related pay for teachers

Presentation on securing your pay

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Performance related pay for teachers

- ◆ PRP does not improve educational outcomes - it undermines effective school improvement.
- ◆ PRP is unfair and ineffective - it is often based on objectives outside a teacher's control.
- ◆ PRP increases workload and harms recruitment and retention.
- ◆ PRP costs teachers tens of thousands of pounds if denied progression.

Performance related pay for teachers

- ◆ PRP contributes to inequality in the pay system, for example on gender grounds.
- ◆ PRP encourages teachers to work in isolation concentrating on meeting their individual targets to achieve progression.
- ◆ The end of PRP would enable a much more collective and collaborative approach to school improvement.

How PRP can be changed in your school

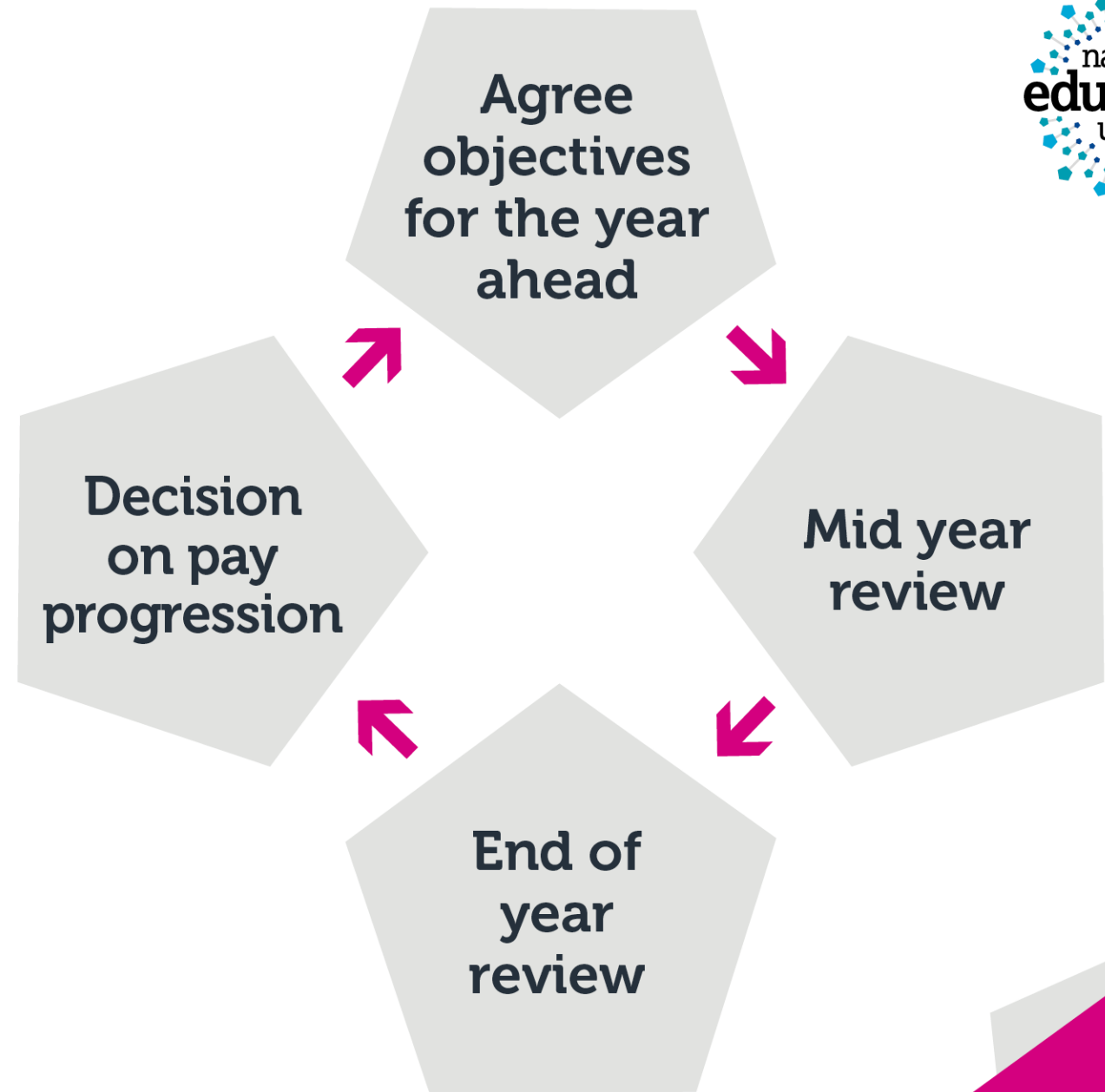
- ◆ Win a pay policy that decouples progression and exam results - no numerical targets.
- ◆ Win a pay policy that ensures “No Surprises” - teachers progress if no capability issues have been raised.
- ◆ Make sure members challenge inappropriate objectives and challenge decisions.
- ◆ Push for PRP to be abolished altogether.

Who has scrapped PRP?

- ◆ The TEAL Multi Academy Trust, E-ACT and Northern Education Trust have removed PRP in their schools.
- ◆ LA schools can also move away from PRP by amending their pay policies.
- ◆ Other MATs are in the process of making this move – this is an ideal time to put this issue on the agenda of meetings with the employer as there is a real momentum developing.



**What
should
happen if
you still
have PRP?**



Take action now to scrap PRP



Steps you can take:

1. Organise a meeting of members to discuss pay and identify any issues you can raise together.
2. Share our video on the trust that abolished PRP neu.org.uk/campaigns/pay-campaign#video
3. Collectively raise with your head about removing pay progression from appraisal.
4. Collectively come together to discuss response from your school leadership and decide your next steps.
5. If you need any support contact your branch secretary.

COVID-19 and Pay Progression

- ◆ The impact of the Covid-19 crisis means that for all schools and academies, PRP is completely unworkable and should be suspended.
- ◆ NEU has called on the DfE to advise that all eligible teachers should receive pay progression in September 2020.
- ◆ DfE has issued advice which states that teachers should not be penalised in pay progression/appraisal terms, read more here neu.org.uk/advice/coronavirus-members#working-entitlements-in-school.

Support and further resources



NEU Pay Advice including pay calculator
and toolkit neu.org.uk/pay-advice

NEU Teacher Pay and Progression survey 2020 results
neu.org.uk/press-releases/pay-survey-results-2020

Implementing Your School's Approach to Pay,
DfE, revised March 2019
[assets.publishing.service.gov.uk/government/
uploads/system/uploads/attachment_data/
file/786098/Implementing_your_school_s_
approach_to_pay.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/786098/Implementing_your_school_s_approach_to_pay.pdf)