



## **Joint Statement to the School Teachers Review Body**

**Association of School & College Leaders**

**National Association of Head Teachers**

**National Education Union**

**Voice**

### **Introduction**

Our organisations represent the overwhelming majority of teachers and school leaders in England. We are united in our:

- opposition to real-terms cuts to the pay of teachers and school leaders;
- belief that the STRB must recommend and the Secretary of State must accept in full the need to deliver urgent action on teacher pay to tackle the teacher recruitment and retention crisis, with clear recognition of the need for action on pay as part of any recruitment and retention strategy;
- view that the cost of the annual pay uplift must be fully funded for all schools by government; and
- belief that the pay uplift must also restore the value of teachers' and school leaders' pay against inflation since 2010.

This joint statement explains our common position on the priorities for the STRB in making recommendations to the Secretary of State in response to his remit. Each of our organisations will also separately present detailed evidence to the STRB supporting our common view that urgent action to improve the pay of all teachers and school leaders is essential.

### **Affordability**

The Government continues to refuse to accept the damage caused by its real terms cuts to school funding. The serious and entrenched teacher supply problems will not be solved without significant additional spending on schools by the Government.

We call on the STRB to resist the Secretary of State's attempts to constrain it by forcing it to accept a politically-motivated and misleading definition of affordability. The Review Body's role is to make evidence-based recommendations on salary and allowance ranges for teachers and school leaders, to ensure that pay is effective in supporting teacher supply.

The Teacher Pay Grant implemented earlier this year was an inadequate response to school funding problems, but it did show that the Government can find additional resources. The lack of clarity on Government funding plans as we approach the 2019 Spending Review provides an ideal opportunity for the STRB to set out the action it believes necessary to provide a comprehensive and effective solution to the teacher supply problems. It is then for the Secretary of State to determine his response to those evidence-based conclusions. Our collective position is that the Secretary of State should not 'cut back' any STRB recommendations, as was the case last year.

The STRB noted in its 28<sup>th</sup> Report that schools needed to give "suitable priority to teachers' pay when setting their budgets to help ensure that an effective teaching workforce is maintained" (STRB 28<sup>th</sup> Report, Executive Summary, page x). School funding problems are, however, so deep and widespread that a national policy response is required to the funding issue if the national policy issue of teacher supply is to be adequately addressed. This must mean additional funding from the Government.

## **Teacher Pay and Supply**

The profession is united on the need for a fully-funded pay increase significantly above inflation and undifferentiated.

In its 28<sup>th</sup> Report, the STRB's recommendation of a 3.5 per cent pay uplift to all salaries and allowances in payment demonstrated recognition of the long-standing case for an increase to teachers' and school leaders pay., Freed from the artificial constraint of the Government's public sector pay cap, the Review Body assessed each pay range and concluded that an increase of 3.5 per cent was needed for all ranges to begin the process of repairing the real value of teaching salaries.

The 3.5 per cent uplift recommended by the STRB fell short of the 5 per cent increase that we had jointly called for, nevertheless it would have provided a limited protection against inflation and a small step towards the restoration of the real value of salaries. However, the Secretary of State's unprecedented decision to depart from the STRB recommendation was deeply damaging. Most of the profession experienced another significant real-terms cut in pay, despite the overwhelming evidence of the need for a restorative pay increase. The damage was compounded by the Government's refusal to fully fund even the lower pay increases it implemented.

Furthermore, our joint view is that the Secretary of State's decision to differentiate the pay award was misguided. Our members on the upper pay range and leadership pay range are equally as deserving of a real terms pay rise as their colleagues on the main pay range. In the current context, there is no case for differentiated pay awards. They are hugely unhelpful, create unnecessary division and damage morale.

The inadequate pay award of September 2018 further damaged the position of teaching relative to inflation and to other graduate professions. The evidence our organisations are gathering for our separate detailed responses shows that teacher supply problems remain critical. The issues of pay and supply are directly linked. The STRB must move beyond asking

schools to manage the damage. To address the fundamental problems of teacher supply the STRB must recommend an increase in teacher pay significantly above inflation.

We jointly call on the STRB to recommend a **fully-funded 5% pay increase** in September 2019, **followed by further increases** as soon as possible to restore the value of teacher pay to 2010 levels. Beyond that, a further review of teacher pay would be needed, with a view to establishing appropriate pay levels for the long term.

We note the intention of the Secretary of State to issue a further remit to the STRB in 2019 on further reform of the teacher pay framework. We will respond to this in more detail in due course, but it is essential to emphasise the importance of restoring national teacher pay scales.

Teacher supply problems affect the whole profession. So-called targeted approaches will not address these problems but will create additional issues by further reducing the transparency and fairness of the teacher pay system. Fragmentation of the pay structure and flexibility on pay has exerted a further downward pressure on pay. National pay scales, and an annual cost of living increase separate from any consideration of pay progression, are essential to return the profession to a competitive position in the graduate market place.

We also urge the Review Body to press the Secretary of State to secure a timely settlement for this year's pay round. Repeated annual delays to the conclusion of the pay remit are deeply damaging to morale in the profession and its perceived value, and result in the late payment of the uplift. We note in this context that the DfE has again asked for the STRB evidence deadline to be delayed.

There are non-pay issues relevant to the STRB's remit on teacher supply. Our organisations support consideration of approaches to issues like housing, which could be addressed through identifying teaching as a priority key worker profession.

## Conclusion

The situation on teacher pay and supply remains critical. It cannot be addressed without additional funding from Government. The STRB must take an objective, rounded view and consider what is required to restore teacher pay and improve teacher supply without being constrained by the Government's unwillingness to address the funding issue.

We jointly call on the STRB to recommend **an immediate pay increase of 5 per cent** for all teachers and school leaders, irrespective of their career stage, setting, subject discipline or geographical location. The STRB should also make a separate recommendation for full funding of any pay award.

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