

Report to Cabinet

13 November 2024

Subject:	School Teachers' Model Pay Policies 2024/25
Cabinet Member:	Cabinet Member for Children and Education, Councillor Uddin
Director:	Director of Children and Education, Sally Giles
Key Decision:	Yes
Contact Officer:	Assistant Director - Human Resources and Organisational Development Victoria_lee@sandwell.gov.uk HR Business Partner, Darron Evans Darron_evans@sandwell.gov.uk

1 Recommendations

For the reasons set out in the report, it is recommended that:-

- 1.1 the September 2024 Teacher Pay Award is agreed as 5.5 per cent uplift to all pay points and allowances for both teachers and leaders for all local authority-maintained schools. All pay uplifts will be backdated to 1 September 2024;
- 1.2 the Unattached Teachers' Pay Policy 2024/25 as set out in Appendix 1, is approved, and implemented by the Council, with effect from 1 September 2024;
- 1.3 the Model Schools' Pay Policy 2024/25 as set out in Appendix 2, is approved, and recommended to the Governing Bodies of Schools in Sandwell for adoption and implementation with effect from 1 September 2024.

2 Reasons for Recommendations

- 2.1 So that the September 2024 Teachers Pay Award be agreed as detailed in paragraph 2.8 and applied to LA Community Schools. To note that this has been informed by the School Teachers' Pay and Conditions Document 2024.
- 2.2 The purpose of this report is to recommend to Cabinet the September 2024 Teachers Pay Award and seek approval for the Unattached Teachers' Pay Policy 2024/25 and the Model Schools' Pay Policy 2024/5.
- 2.3 The Department for Education issues the School Teachers' Pay and Conditions Document (STPCD 2024) to local authorities on an annual basis. It places a statutory duty on organisations employing teachers to have a pay policy in place by 1 September each year which sets out the basis on which the employer will determine teachers' pay, the date by which it will determine the teacher's annual pay review and to establish procedures for addressing teachers' grievances in relation to their pay.
- 2.4 From this the Council prepares Model Pay Policies:
- for teachers in schools, which it recommends School Governing Bodies to adopt; and
 - for unattached teachers who are employed by the Council but who do not work in a school location.

These are revised annually.

- 2.5 The Model Policies have been subject to consultation with all appropriate trade unions in Sandwell.
- 2.6 The School Teachers' Pay and Conditions Document has had limited changes for 2024 other than the removal of performance related pay (PRP) and as such the Pay Policy is a general refresh only rather than representing wholesale changes.
- 2.7 Both policies are compliant with all appropriate employment legislation and with the 2024 School Teachers' Pay and Conditions Document and accompanying statutory guidance.

2.8 The September 2024 teacher pay award has been agreed nationally and the recommendation for Sandwell MBC, in keeping with regional comparators for all teachers, is summarised below:

- 5.5 per cent uplift to all pay points and allowances for both teachers and leaders. All pay uplifts will be backdated to 1 September 2024.

The Pay Policies reflect these pay changes.

3 How does this deliver objectives of the Council Plan?

Growing Up in Sandwell	<p>The Best Start in Life for Children and Young People</p> <p>Our children benefit from the best start in life and a high-quality education throughout their school careers with outstanding support from their teachers and families.</p> <p>Sandwell is a community where our families have high aspirations and where we pride ourselves on equality of opportunity and on our adaptability and resilience.</p>
One Council One Team	Our workforce and young people are skilled and talented, geared up to respond to changing business needs and to win rewarding jobs in a growing economy

4 Context and Key Issues

4.1 The School Teachers' Pay and Conditions Document (STPCD) requires schools and local authorities to have a pay policy which sets out the basis on which they determine teachers' pay, the date by which they will determine teachers' annual pay review, and the procedures for determining appeals.

4.2 Schools and local authorities must stay within the legal framework set out within the Document and in other relevant legislation, such as equality, employment protection and data protection legislation.

The Document has been consulted on with all key stakeholders as part of the Department for Education's (DfE) normal statutory consultation process.

- 4.3 The revised arrangements for teachers set out in the 2024 Document, come into force with effect from 1 September 2024.

The purpose of the pay reform is to give Schools/Local Authorities autonomy to attract, recruit and reward teachers through an increase in pay, which can act as an incentive for continuous improvement.

The flexibility within the Document allows Schools/Local Authorities to develop pay policies that are tailored to local circumstances. The policies must be revised to reflect the statutory changes and to clarify the School's/Local Authority's approach to making pay decisions.

The Department has published non-statutory guidance.

- 4.4 In summary, the main changes to the School Teachers Pay and Conditions Document and its accompanying guidance since 2023 make provision for the September 2024 pay award.
- 4.5 Otherwise, the statutory changes made to the STPCD Document 2024 have been limited other than the removal of performance related pay (PRP) and therefore only a general refresh of the Pay Policies has been necessary from this perspective.

5 Alternative Options

- 5.1 The Department for Education issues the School Teachers' Pay and Conditions Document. It places a statutory duty on organisations employing teachers to have a pay policy in place by 1 September each year which sets out the basis on which the employer will determine teachers' pay.
- 5.2 There are not any alternative courses of action available that would otherwise satisfy these requirements.

Historical feedback has always suggested that the majority of schools do still want a consistent pay spine produced by the Local Government Association (LGA) for them across all the pay ranges.

6 Implications

<p>Resources:</p>	<p>Central government has made funding available for the financial year 2024 -25 through the provision of a Teacher’s Pay Additional Grant (TPAG).</p> <p>The schools and governing bodies will need to ensure the financial impact of the adoption of the September 2024 pay award is efficiently managed in order to deal with any budget pressures they may face going forward.</p>
<p>Legal and Governance:</p>	<p>The policies have been prepared based on the School Teachers’ Pay and Conditions Document 2024. The Document contains provisions relating to the statutory conditions of employment of schoolteachers in England and Wales and has been prepared by the Secretary of State for Education.</p> <p>The Document relates to teachers employed by a local authority or by the governing body of a foundation or voluntary aided school.</p> <p>In the event of any contradictions between the policy and the Document and guidance, the Document should take precedence.</p>
<p>Risk:</p>	<p>The Corporate Risk Management Strategy has been complied with to identify and assess the significant risks associated with this decision/ project. This includes (but is not limited to) political, legislation, financial, environmental and reputation risks.</p> <p>Based on the information provided, it is the officers’ opinion that for the significant risks that have been identified, arrangements are in place to manage and mitigate these effectively.</p> <p>This assessment has identified there are no current “red” risks that need to be reported. The initial risk capture indicates that the current risk is low. Stakeholders including trade unions, head teachers and appropriate officers are aware of the proposals</p>

	which are in line with the nationally negotiated recommended uplift.
Equality:	For this proposal, an Equality Impact Assessment is not required. If agreed, the revised pay scales will be applied equally to all employees who are entitled to this pay award, irrespective of any protected characteristic that they may or may not have.
Health and Wellbeing:	There will be no direct impact on the health and wellbeing of teaching staff as a result of this report being approved or not approved by Cabinet. However, the implementation of the pay award may contribute to the recruitment and retention of teaching staff in a competitive jobs market.
Social Value:	See 2.3 – There is a statutory duty on organisations employing teachers to have a pay policy in place by 1 September each year and to set out the date by which it will determine the teacher’s annual pay review and to establish procedures for addressing teachers’ grievances in relation to their pay.
Climate Change:	There are no implications for climate change.
Corporate Parenting:	There are no implications for corporate parenting.

7. Appendices

Appendix 1 - Unattached Teachers’ Pay Policy 2024/25
Appendix 2 - Schools’ Model Pay Policy 2024/25

8. Background Papers

- **DfE: School Teachers Pay and Conditions Document 2023 -**
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/832634/School_teachers_pay_and_conditions_2022.pdf