

# **TEACHERS' PAY: THE STRB & GOVERNORS**

**Ken Clark**

**School of Social Sciences, UoM  
School Teachers' Review Body**

**UMSGI Conference, April 2019**

# Outline

- Describe work of STRB
- Give overview of recruitment and retention picture
- Hear from you about teacher pay, workload, recruitment
- What should be done?

# A Question

Before reading today's conference programme,  
how many of you had heard of the STRB?

How did/do you think teachers' pay scales are  
set?

# School Teachers' Review Body

- Established in 1991 by Act of Parliament
- “The Prime Minister shall appoint a body... to examine and report on such matters relating to the statutory conditions of employment of school teachers in England and Wales as may from time to time be referred to the review body by the Secretary of State.”

# School Teachers' Review Body

- In practice focuses on:
  - England only (since 2019)
  - 'Maintained' schools (not academies)
  - Pay ranges for school teachers **and leaders**
    - Specifically the minimum and maximum of pay ranges
    - Schools have flexibility within those ranges
    - But in practice most follow M1-M6, U1-U3 spine points

# Pay Ranges - classroom

## Main Pay Range 2018 – Annual Salary

	England and Wales (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
	£	£	£	£
<b>Minimum</b>	23,720	29,664	27,596	24,859
<b>Maximum</b>	35,008	40,372	38,963	36,157

## Upper Pay Range 2018 – Annual Salary

	England and Wales (excluding the London Area)	Inner London Area	Outer London Area	Fringe Area
	£	£	£	£
<b>Minimum</b>	36,646	44,489	40,310	37,758
<b>Maximum</b>	39,406	48,244	43,348	40,520

# Pay Ranges - leaders

Annual pay ranges for headteachers 2018

	England and Wales (excluding the London Area) £	Inner London Area £	Outer London Area £	Fringe Area £
<b>Group 1</b>	45,213 - 60,153	52,771 - 67,638	48,383 - 63,297	46,318 - 61,247
<b>Group 2</b>	47,501 - 64,736	55,061 - 72,221	50,673 - 67,880	48,603 - 65,837
<b>Group 3</b>	51,234 - 69,673	58,787 - 77,158	54,401 - 72,813	52,335 - 70,771
<b>Group 4</b>	55,064 - 74,985	62,621 - 82,463	58,231 - 78,123	56,169 - 76,077
<b>Group 5</b>	60,755 - 82,701	68,315 - 90,186	63,930 - 85,845	61,860 - 83,799
<b>Group 6</b>	65,384 - 91,223	72,943 - 98,706	68,559 - 94,362	66,496 - 92,320
<b>Group 7</b>	70,370 - 100,568	77,930 - 108,048	73,541 - 103,706	71,480 - 101,659
<b>Group 8</b>	77,613 - 111,007	85,169 - 118,490	80,785 - 114,147	78,715 - 112,105

# School Teachers' Review Body

- TLR ranges
- Leading Practitioners
- Unqualified Teachers
- But not teaching assistants or other staff
- Also asked to recommend on “reforms” and specific conditions matters (e.g. PRP)

# School Teachers' Review Body - Process

## Remit

- Secretary of State letter setting out matters for recommendation

## Evidence Gathering

- Look at data on the teacher labour market
- Consult with stakeholders

## Report and Recommendations

- Sets out evidenced argument for a specific course of action

## SoS Decision

- Accepts or rejects recommendations
- DfE and schools implement changes

# Stakeholders/Consultees

- Department for Education
- Classroom teacher unions
  - NASUWT, NEU, Voice
- Headteacher unions
  - NAHT, ASCL
- Local authorities (LGA, NEOST)
- ~~Welsh Government~~
- School governors (NGA)

# e.g. 2018 Process: Remit Letter

## Considerations to which the STRB should have regard

In considering your recommendations, you should have regard to the following:

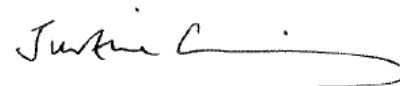
- a) The need to ensure that the proposals reflect the Government's policy for public sector pay awards in 2018-19, as set out in the Chief Secretary's letter of 21<sup>st</sup> September;
- b) Evidence of the national state of teacher and school leader supply, including rates of recruitment and retention, vacancy rates and the quality of candidates entering the profession;
- c) The need to ensure that any proposals are affordable and offer best value for money;
- d) Evidence of the wider state of the labour market in England and Wales;
- e) Forecast changes in the pupil population and consequent changes in the level of demand for teachers;
- f) The Government's commitment to increasing autonomy for all head teachers and governing bodies to develop pay arrangements that are suited to the individual circumstances of their schools and to determine teachers' pay within the statutory minima and maxima.

## Matters for recommendation

I refer to the STRB the following matters for recommendation:

- An assessment of what adjustments should be made to the salary and allowance ranges for classroom teachers, unqualified teachers and school leaders to promote recruitment and retention.

I would be grateful if the STRB could aim to provide a report on this matter **by early May 2018**. I look forward to receiving your recommendations on the 2018 pay award.



RT HON JUSTINE GREENING MP

# 2018 Recommendations

## Our recommendations

**For September 2018, we recommend that all pay and allowance ranges for teachers and school leaders are uplifted by 3.5%.** This will address deteriorating trends in teacher retention by improving the position of the teachers' pay framework in the labour market for graduate professions. Unless we act now, graduate starting pay will also have moved still further ahead by next year, making teacher recruitment more difficult.

# 2018 Outcome

## September 2018 pay award

In response to the recommendations in the STRB's 28<sup>th</sup> Report, from 1 September 2018:

- i. a 3.5% uplift has been applied to the statutory minima and maxima of the main pay range and of the unqualified teachers pay range.
- ii. a 2% uplift to the statutory minima and maxima of the upper pay range, the leading practitioner pay range and all allowances across all pay ranges.
- iii. a 1.5% uplift to the leadership pay ranges (including headteacher groups).

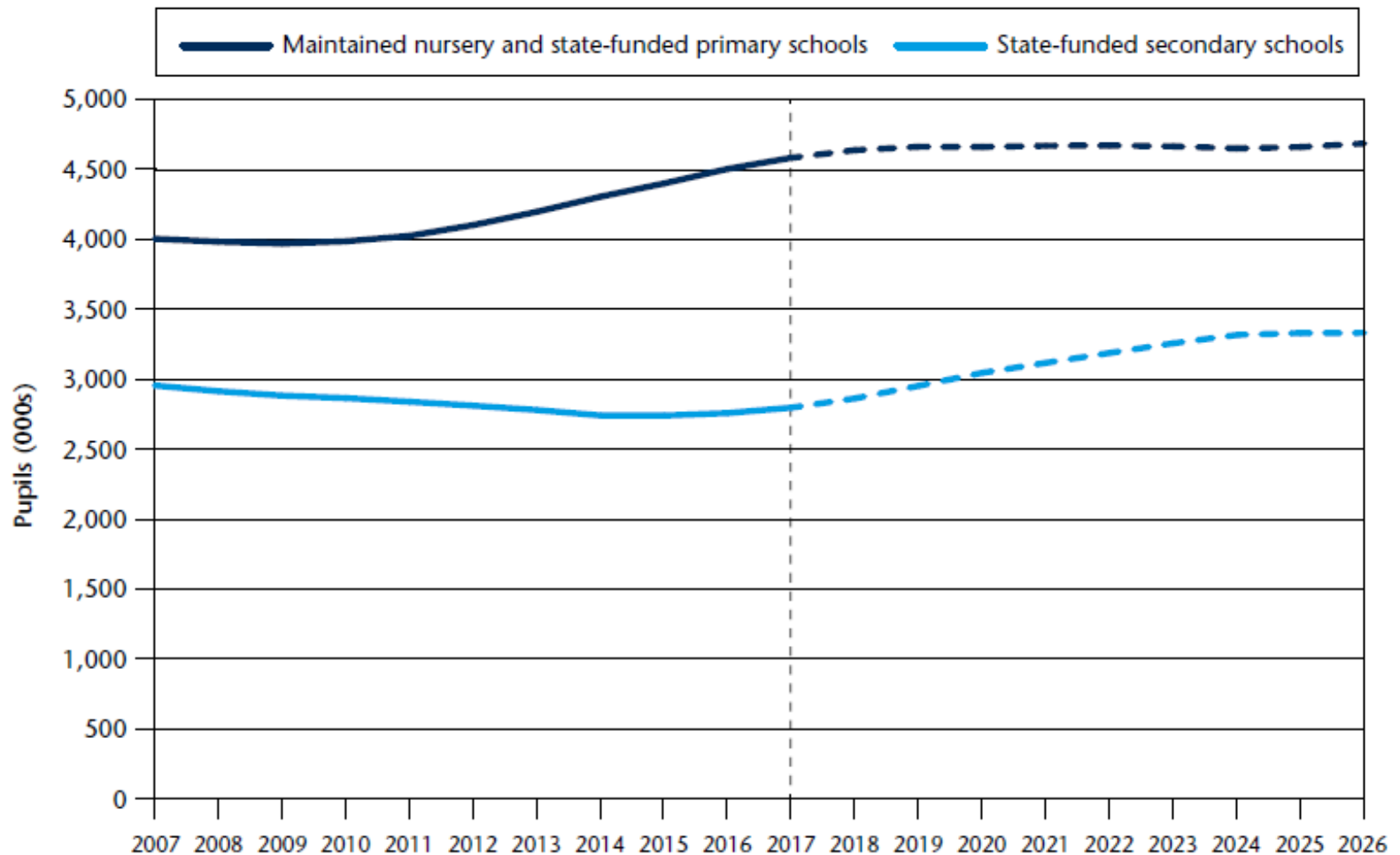
Except for teachers and leaders on the minima of their respective ranges or group ranges, schools must determine – in accordance with their own pay policy – how to take account of the uplift to the national framework in making individual pay progression decisions.

All pay uplifts will be back-dated to 1 September 2018.

# Increasing Demand

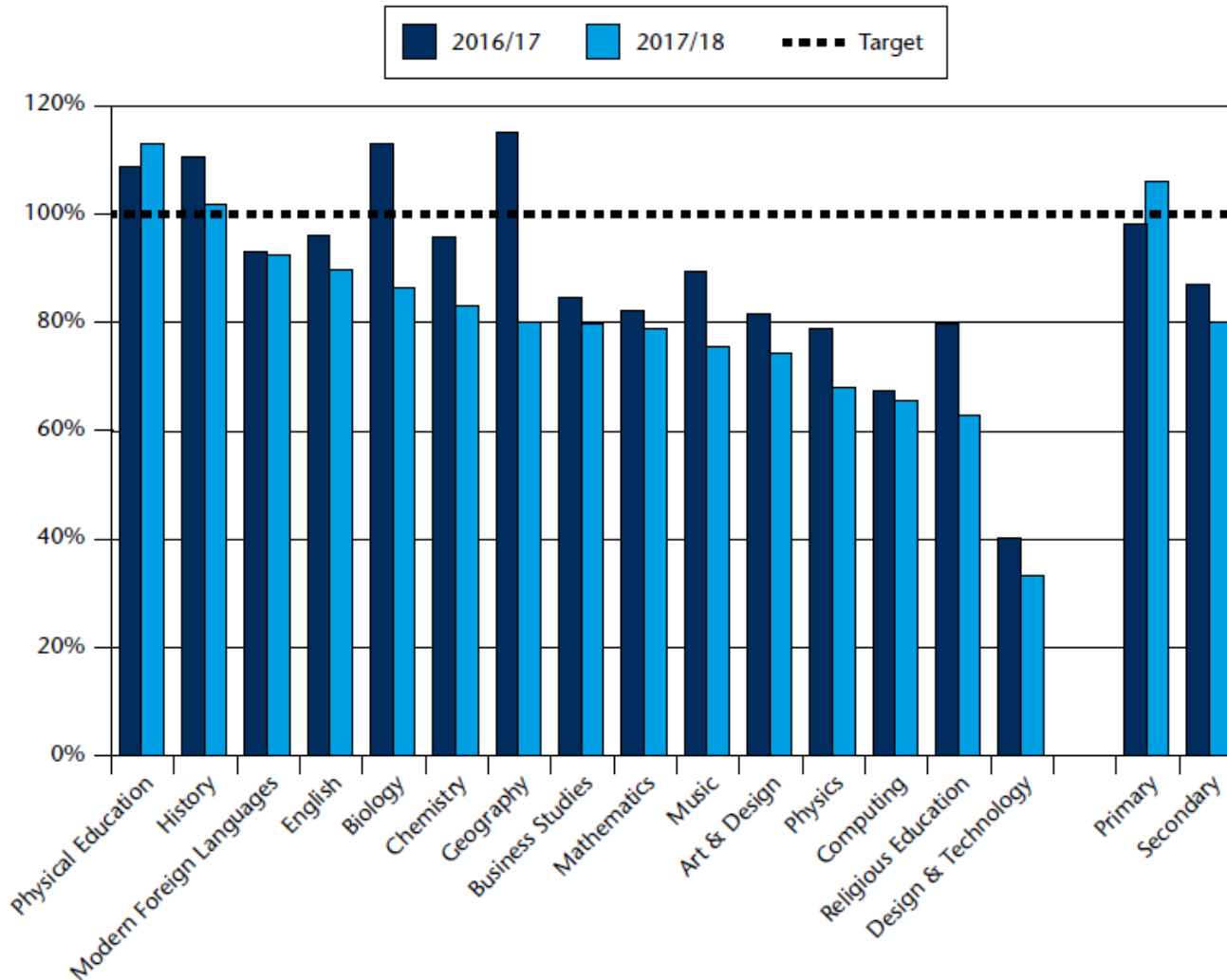
Figure 10

Number of pupils (aged up to age 15) in England (thousands)<sup>23</sup>



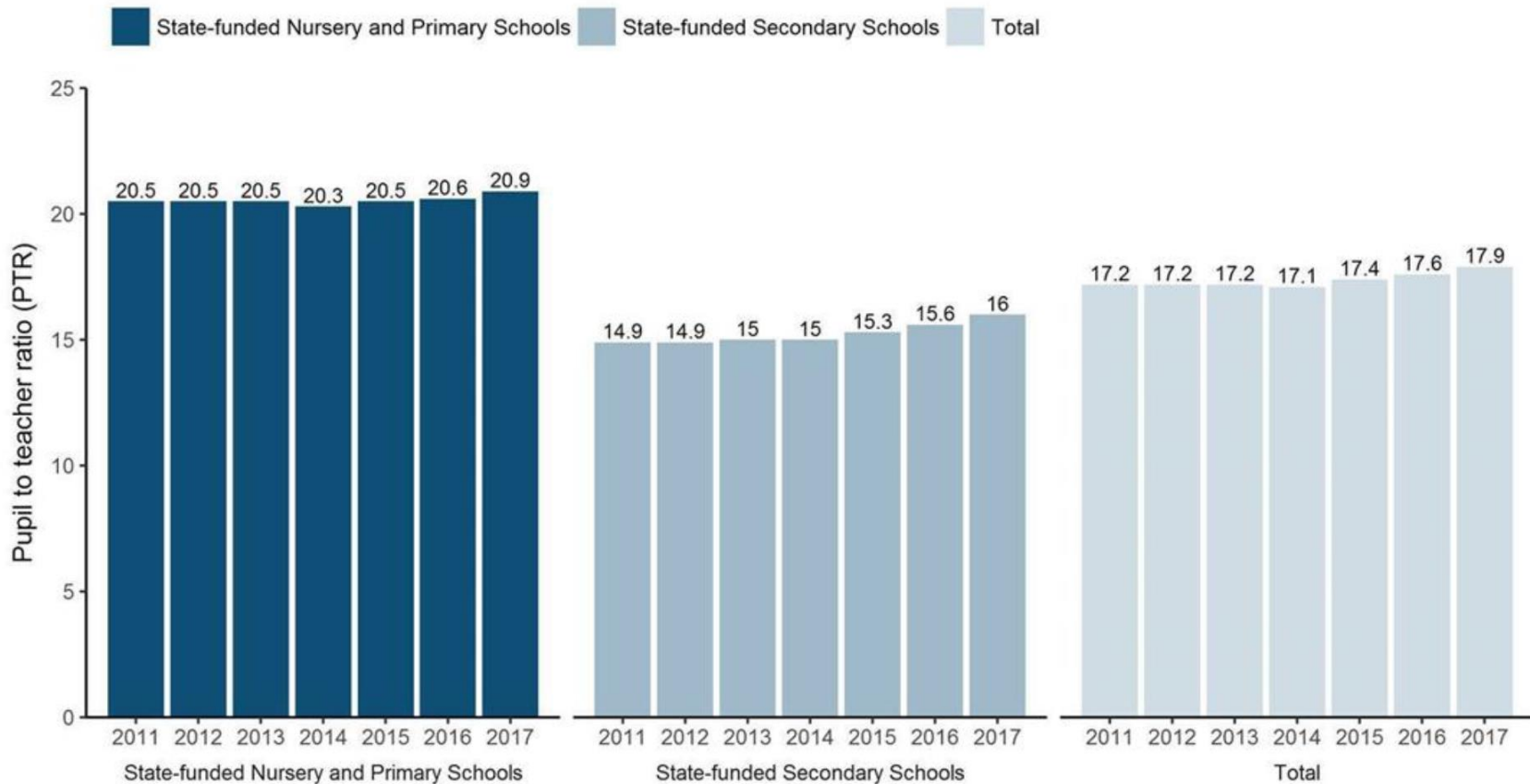
# Supply

Figure 12  
Postgraduate ITT entrants compared to target, by subject/phase, England<sup>26</sup>



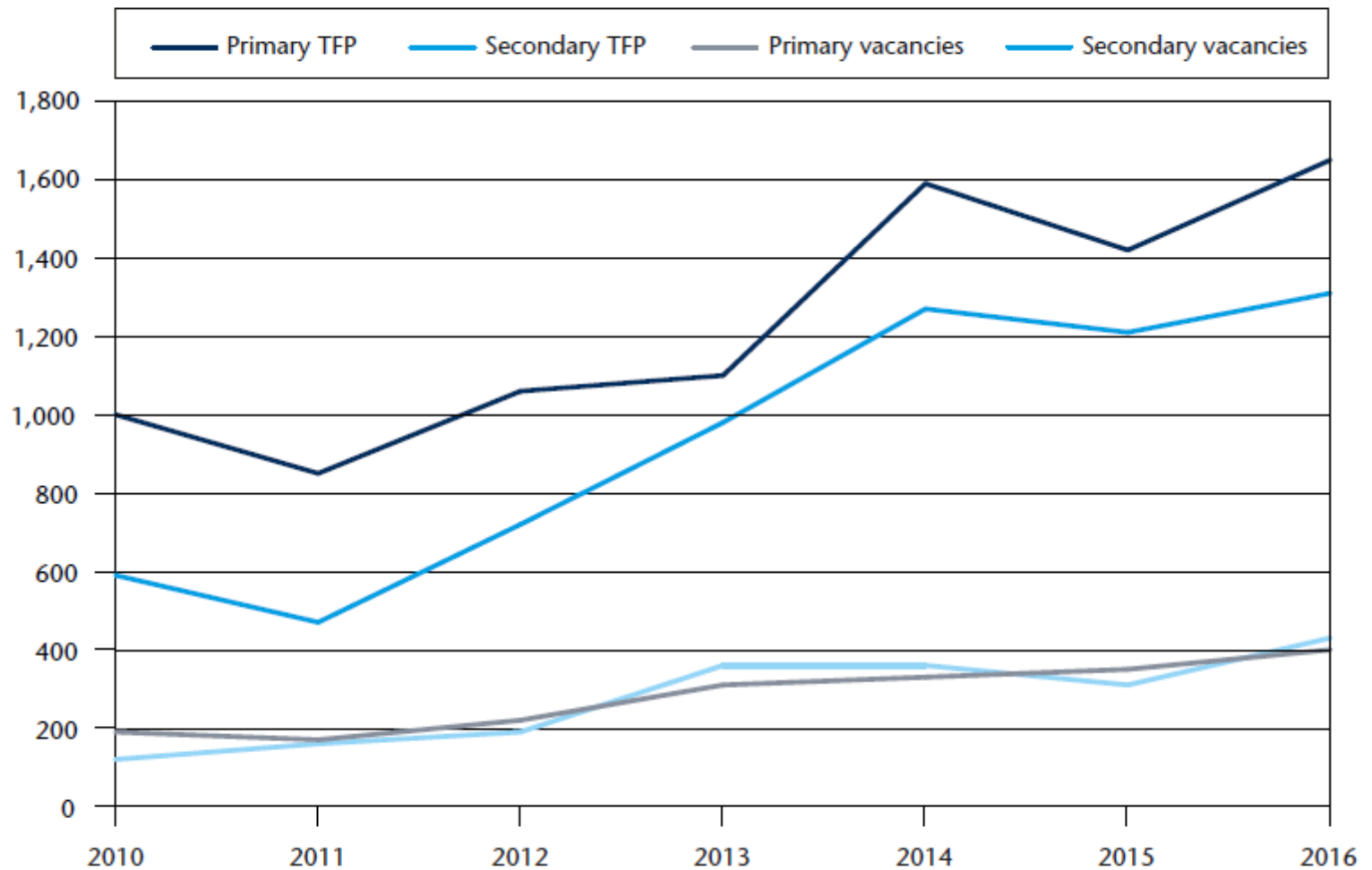
# Increasing PTR

Chart 1: Pupil Teacher Ratios 2011 to 2017



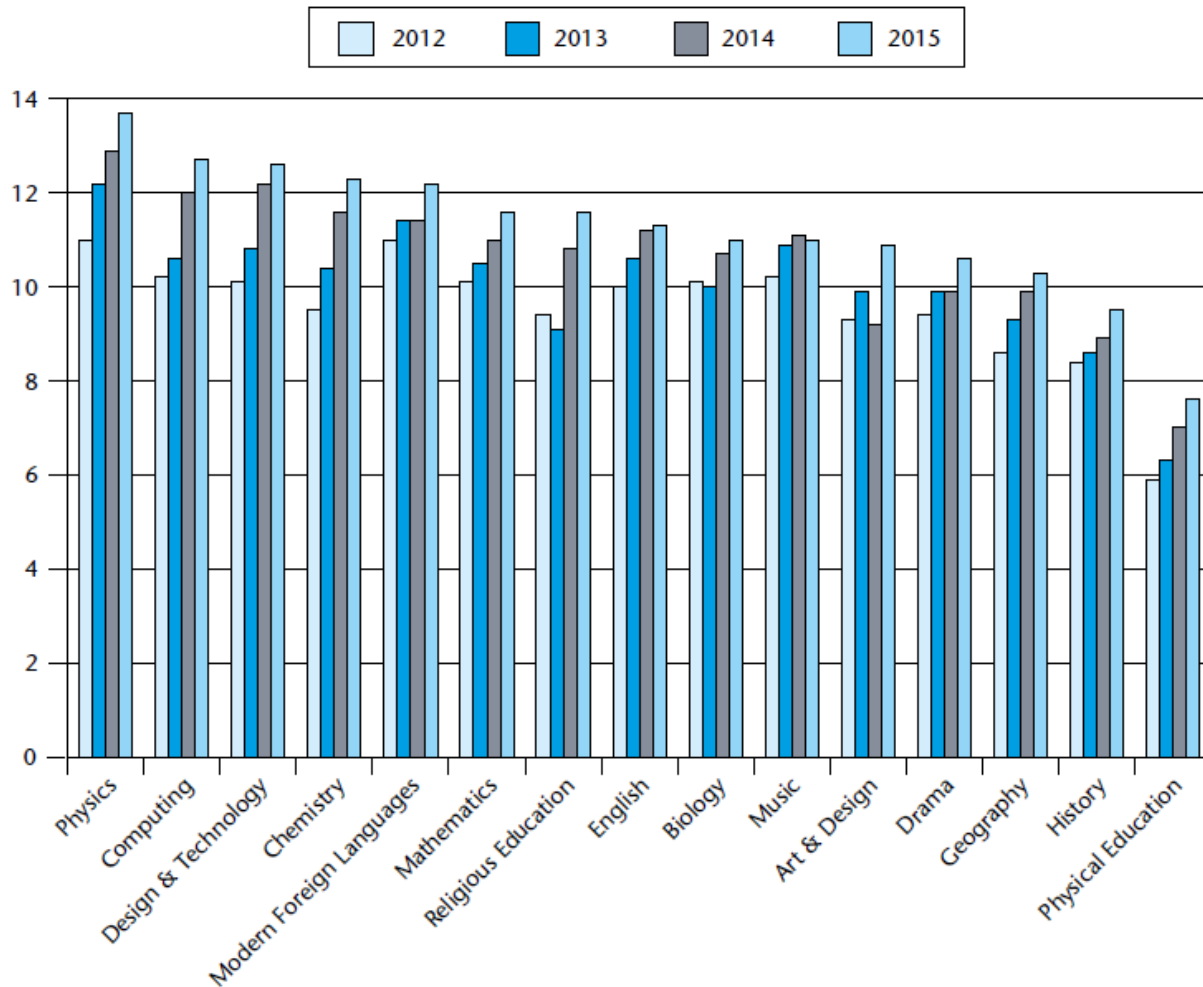
# Vacancies

Figure 15  
Full-time vacancies and temporarily filled posts, England 2011-2016<sup>33</sup>



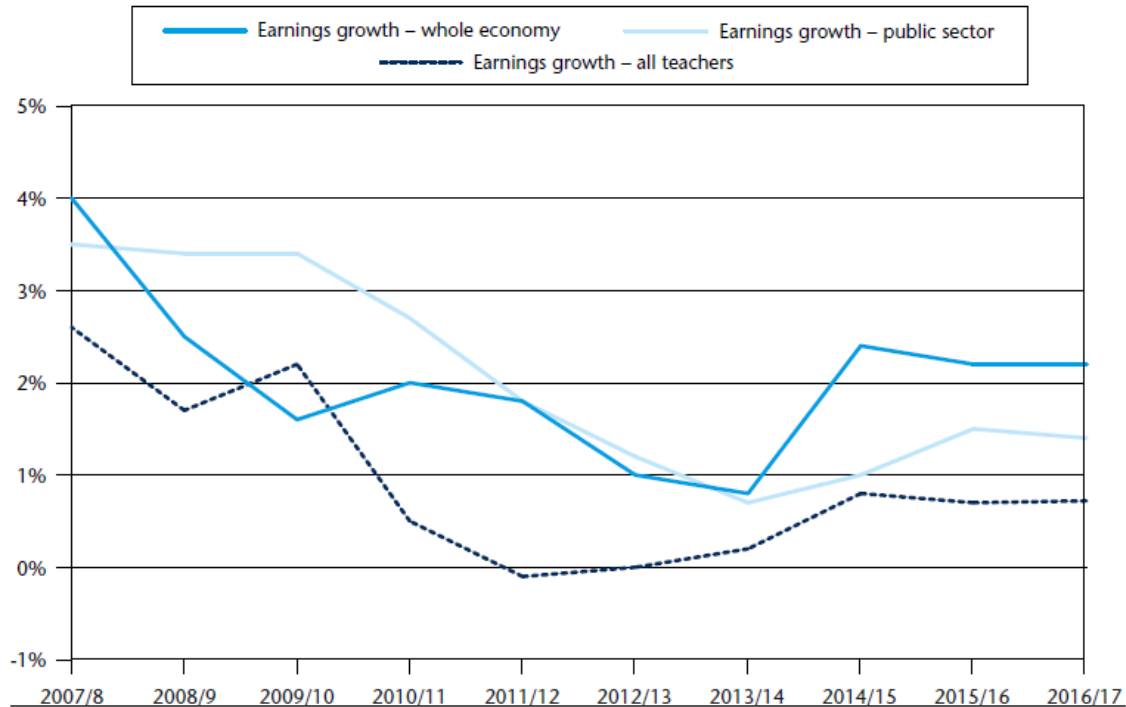
# Wastage Rates

Figure 20  
Wastage rates (%) for secondary subjects, England 2012-2015<sup>40</sup>



# Trends in Teachers' Pay

Figure 2  
Growth in median teachers' earnings (%), 2007/8 to 2016/17<sup>6</sup>



<sup>3</sup> OME analysis of XperTHR pay settlements data – based on median settlements for the 12 months to August each year.

<sup>4</sup> In 2015/16 the MPR maximum was uplifted by 2% and all other minima and maxima by 1%

<sup>5</sup> In 2017/18 the MPR minimum and maximum were uplifted by 2%, all other minima and maxima by 1%

<sup>6</sup> OME analysis of DfE Schools Workforce Census and ONS earnings data. Earnings growth for the whole economy and public sector is the percentage change in the mean earnings excluding bonuses over each academic year.

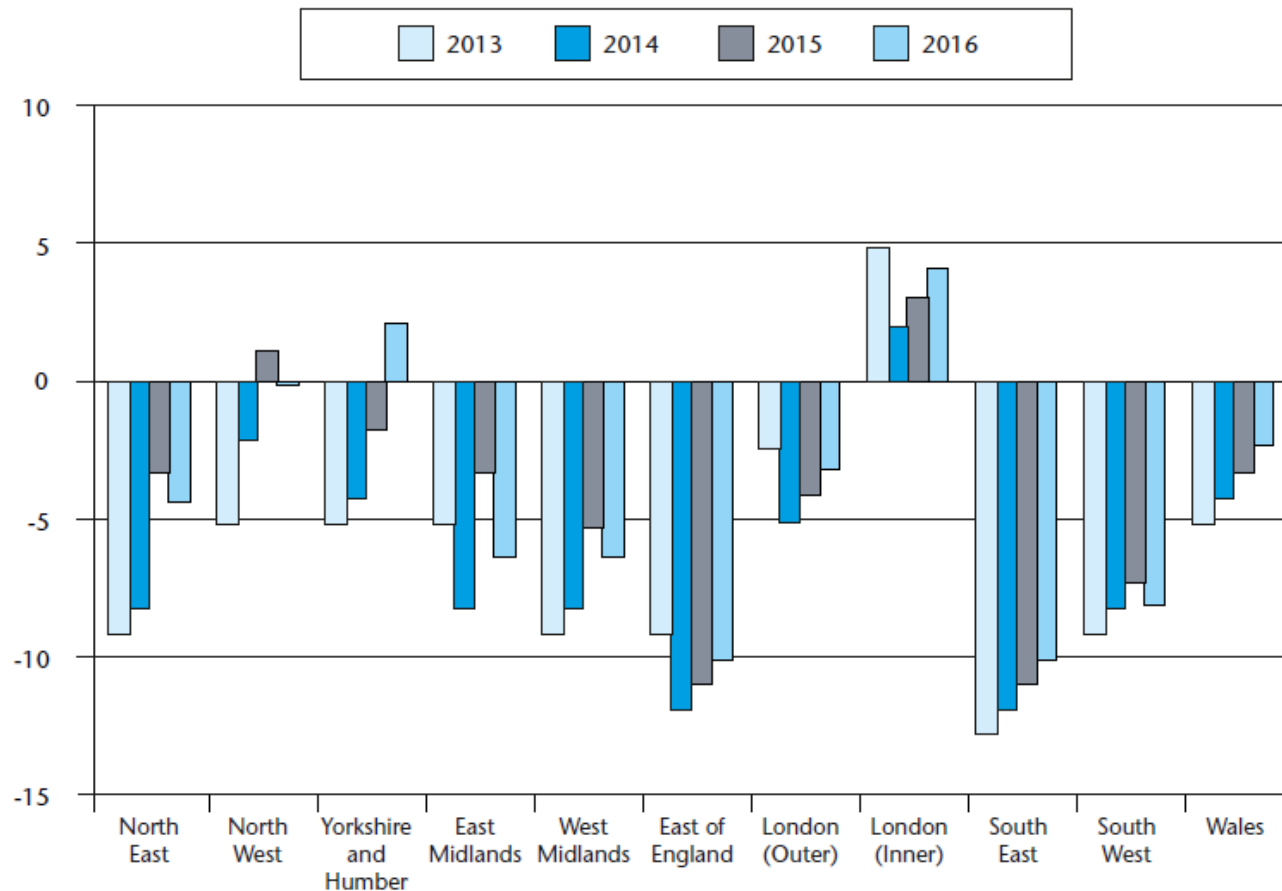
# Graduate Labour Market

**Table 2**  
**Graduate starting salaries (median), 2012-2017<sup>10</sup>**

	2012 graduates	2013 graduates	2014 graduates	2015 graduates	2016 graduates	2017 graduates
HESA	£25,000 (£27,000 London)	£25,000 (£26,000 London)	£25,000 (£27,000 London)	£25,000 (£27,000 London)	£25,000 (£27,000 London)	–
ISE (previously AGR)	£26,000	£26,500	£27,000	£27,000 (£28,000 London)	£27,500 (£29,500 London)	£28,000 (£32,000 London)
High Fliers	£26,000	£29,000	£29,500	£30,000	£30,000	£30,000
Teachers <sup>11</sup>	£21,588 (£27,000 Inner London)	£21,804 (£27,270 Inner London)	£22,023 (£27,543 Inner London)	£22,244 (£27,819 Inner London)	£22,467 (£28,098 Inner London)	£22,917 (£28,660 Inner London)

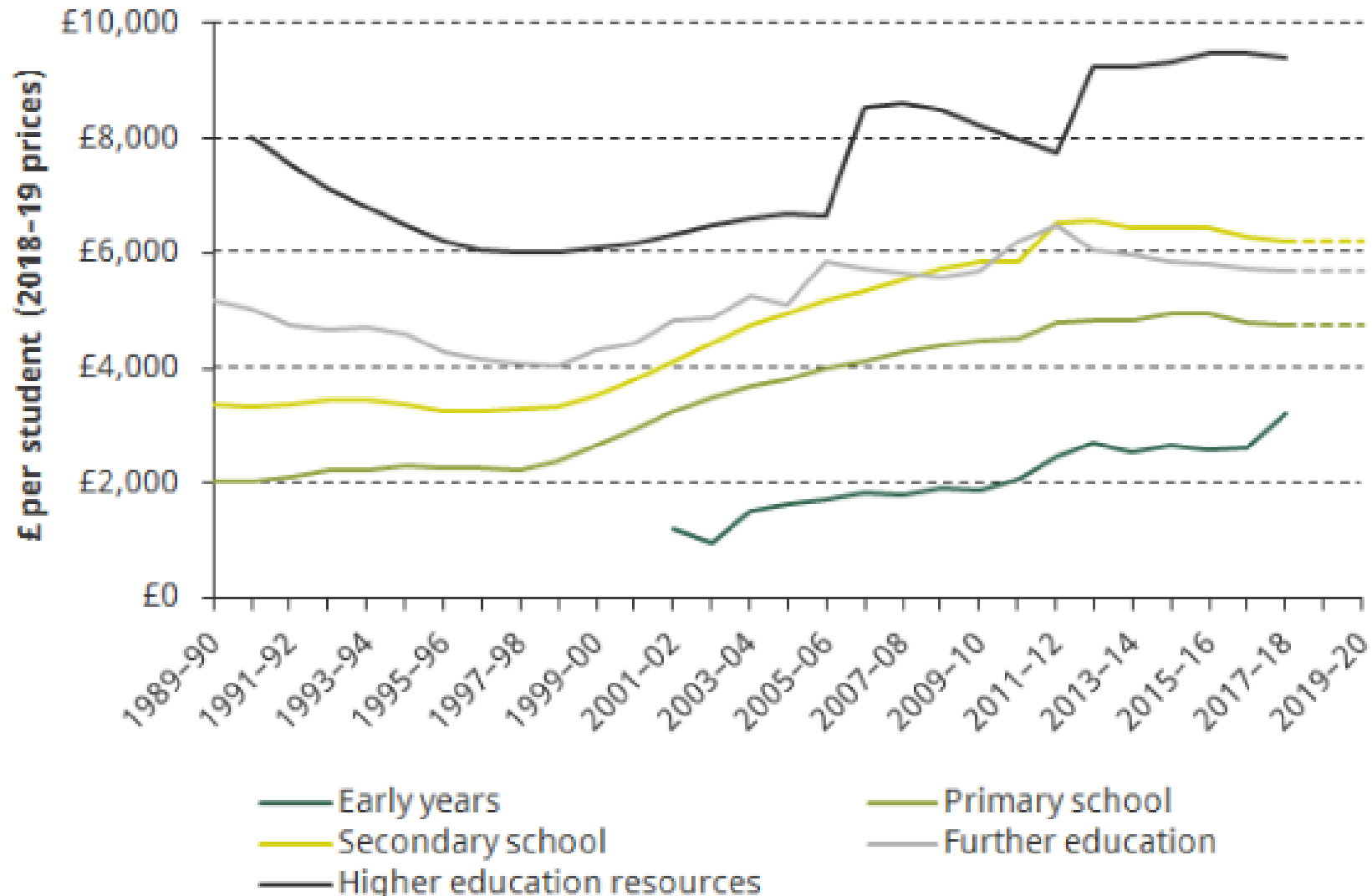
# Regional Labour Market

Figure 4  
Percentage difference between classroom teachers' minimum starting salaries and median starting salaries of graduates entering other professional occupations 2013-2016<sup>15</sup>



# Affordability/Funding

Spending per student per year at different stages of education



# Activity I

In your groups, discuss and report back:

1. What input do you have into the pay setting/performance review process in your school?
2. How well does this process work to incentivise good teaching?
3. How could it be improved?

# Activity II

In your groups, discuss and report back:

1. How does the teacher recruitment 'crisis'/'challenge' impact your school?
2. How is this managed within budgets?
3. To what extent is pay the answer to the problem?