

Report of: HR Business Partner

Report to: Director Resources and Housing

Date: 25th Sept 2019

Subject: Teacher Pay Award and Policies 2019/20

Are specific electoral wards affected? If yes, name(s) of ward(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Has consultation been carried out?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Will the decision be open for call-in?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, access to information procedure rule number: Appendix number:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Summary

1. Main issues

- The 2019/20 teacher pay award was announced by the DfE in July as a 2.75% increase to the top and bottom points of all teacher pay ranges and allowances.
- LCC prepared and planned ahead of the announcement, for a 2% increase across all teacher pay points and allowances for the 2019/20 financial year.
- Therefore as in recent years, if LCC locally agreed to apply a 2.75% award to all teacher pay points there will be additional costs versus the budgeted figures.

2. Best Council Plan Implications (click [here](#) for the latest version of the Best Council Plan)

- Education and the importance of educational attainment as part of our Inclusive Growth and Child Friendly strategies.

3. Resource Implications

- The Government announced it would fund 0.75% (of the 2.75%) at the top and bottom points of the pay ranges until end of March 2020. Whilst awaiting official confirmation of this, the additional cost implications were calculated for the 0.75% of each middle pay point without factoring in the government funding, to provide a worst case scenario (which would also inform whether a key decision notification was required).

Finance provided calculations for two options including implications for the financial year and the full year, not including the as yet unconfirmed, pay grant:

Option A- apply 2.75% DfE pay award to top and bottom points of all teacher pay ranges only

Financial year on cost £401,792 (would be nil if fully funded)

Full year on cost £688,786

Option B- apply 2.75% to all points of all teacher pay ranges

Financial year on cost £774,940 (would be offset by government funding)

Full year on cost £1,328, 469

DfE confirmed in September that the funding will be provided to 31st March 2020.

Therefore the additional costs to 31st March would be as follows:

- If implementing Option A £nil
- If implementing Option B £373,148

Finance will take individual budgets to schools in October and November reviews to outline the cost impact for their school.

N.B Continued DfE funding (0.75% to the top and bottom of all pay ranges) has now been confirmed for the remaining academic year (Apr 1st to 31st Aug) which will be built in to next financial year's budgets.

Recommendations

The Director of Resources & Housing is asked to approve implementation of the locally agreed pay award of 2.75% to all teacher pay points and allowances for LCC centrally employed teachers and recommend the implementation for all Leeds school teachers. This means implementing Option B as outlined above, at a cost of £373,148.

1. Purpose of this report

- 1.1 To gain formal sign off from the Director on the locally agreed pay award for school teachers and centrally employed teachers.

2. Background information

- From 2015, the DfE made only the top and bottom points of the teacher pay ranges and the annual pay award for these points statutory. It is silent on the mid points within each pay range. Local authorities have since used their discretion to locally agree the pay and pay award for the mid points. We have always locally agreed a pay award that meets or exceeds the statutory requirement.

Main issues

- 2.1 Costs to schools, teacher recruitment and retention, school based collective agreements and engagement with school leaders.

3. Corporate considerations

On behalf of Childrens and Families the HR Schools Team continues to manage and develop formal Trade Unions relationships through collective bargaining and agreements across a number of school policies requiring review. This is a factor in reaching a consensus view on the 2019/20 Teacher Pay award. The Trade Unions have indicated to in writing to the Director of Childrens and Families that not reaching an agreement on the application for the pay award could result in industrial action

3.1 Consultation and engagement

Headteachers have been briefed of the intention to pay 2.75% to all points and feedback through the NAHT (Headteacher briefings) and directly to our team, confirm that whilst there is some disappointment about the additional cost, the consensus seems that awarding some and not all teachers would be unacceptable and likely have a negative impact on the gender gap. For the first time in a number of years school leaders are being awarded the same % award as all other teachers, which has been well received via feedback.

Executive Member for Learning, Skills and Employment and Executive Member of Resources & Sustainability have been consulted and have no issues with the recommendations.

The Director Children's and Families and the Deputy Director for Learning have been consulted and agree with the recommendations.

HR on behalf of Childrens and Families Director and trade unions collectively agreed the 2.75% increase to all pay points and the updated pay policies on 24th Sept 2019.

3.2 Equality and diversity / cohesion and integration

- 3.2.1 The teaching workforce in Leeds is made up of approximately 80% and therefore any pay award has the potential to a negative, neutral or positive impact on the Gender Pay Gap, therefore the application of the pay award across all pay points mitigates a negative impact.

3.3 Council policies and the Best Council Plan

- 3.4 Education is a key focus area for the city. We want Leeds to maintain its profile as a destination for qualified and trainee teachers (Leeds has a good reputation for its Teaching Alliances), and pay plays a large part in attracting and recruiting strong candidates into the profession and to Leeds. Reward is a factor for retention, and through local consultation with Headteachers and stakeholders we know that parity of pay and equality across the piece is seen as a way of valuing all teachers.

3.5 Legal implications, access to information, and call-in

- 3.5.1 The Teachers' Pay Award is complex in its formal agreements, and requires the application of the statutory recommendations, a further local agreement and formal approval under Delegated Authority by the Director of Resources and Housing.

4. Conclusions

- 4.1 An agreed pay award can be implemented for payment in November 2019 (backdated to Sept 1st) and the Pay Policy can be issued to schools to refer to for end of year appraisals due 31st October 2019.

Recommendations

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