

**Report of: Teacher Pay 2020/21**

**Report to: Director of Resources and Housing**

**Date: 30<sup>th</sup> October 2020**

**Subject: Schools Teacher and Leeds City Council Teacher Pay Policies 2020/21**

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 checked="" type="checkbox"/> Yes <input 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**

- Approval required to implement the 2020 Teacher Pay Policies.
- Approval required to implement the teacher pay award by accepting the additional costs to Leeds maintained schools and the Children’s and Families budget.

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

Performance related pay and the pay award support educational attainment which is a key element of our Inclusive Growth and Child Friendly strategies.

**3. Resource Implications**

The total Leeds additional school teacher pay bill is £626k (which is a total additional cost of +3.0% to Leeds schools) and £29k to the Children’s and Families budget for the full year 2020-21.

**Recommendations**

- The Director of Resources & Housing is requested to:
- Approve the total additional costs to Leeds schools of £626k and £29k to the Children’s and Families budget.

- Agree the implementation of the Teacher pay policies without full trade union collective agreement (see 3.3) to ensure teachers receive backdated pay awards as expected, in December 2020 pay.

## **1. Purpose of this report**

- 1.1 To provide the rationale to the Director of Resources and Housing to seek approval of implementing teacher pay policies and the teacher pay award for 2020.

## **2. Background information**

- 2.1 The HR Schools Team on behalf of Children's and Families, consult on teacher pay policies on an annual basis to incorporate statutory updates to the School Teacher Pay and Conditions document (STPCD) and to ensure the implementation of a pay award to the teaching workforce.

## **3. Main issues**

- 3.1 Trade unions accepted the statutory STPCD pay increases which are 5.5% to MPR1 and 2.75% to all other teacher pay points and allowances and the DfE's advisory pay points; 4.95% to MPR2, 4.4% to MPR 3, 3.85% to MP4 and 3.3% to MPR5.
- 3.2 The additional cost of adopting the advisory pay points in Leeds schools is £626k (a total additional pay bill of 3%). The additional cost to the Children's and Families budget is £29k. The costs are in addition to Finance's projection of a 2.75% increase across all teacher pay points after we incorporate the DfE's advisory increases. By adopting the advisory points, Leeds will be on track to achieve the DfE's target £30k teacher starting salary by 2022.
- 3.3 The Trade Unions collectively agreed all aspects of the policies but were unable to reach agreement on Paragraph 3.0 'Pay Progression', which allows for the non-allocation of funds to support rapid pay progression due to school budgetary constraints. Due to the high expectation across the teacher workforce for pay increases to be applied in Dec 2020, Children's and Families (with Executive Member support), are recommending that the policies are implemented without a collective agreement and further work will take place to attempt to reach an agreement at a later date.

## **4. Corporate considerations**

On behalf of the Children's and Families directorate, the HR Schools team continue to manage and develop formal Trade Unions relationships through collective bargaining and agreements across a number of school policies requiring review. However, the risk of not implementing the statutory pay award due to the non-collective agreement of paragraph 3.0 of the Policy is significant due to the statutory requirements under the STPCD. HR will attempt to reach agreement on Paragraph 3.0 at a later date to continue to manage trade union relationships, subject to Director approval of this approach.

### **4.1 Consultation and engagement**

- 4.1.1 HR have consulted with Trade Unions (see 3.3), Legal Services, Executive Members, Headteachers, Children's and Families and have undertaken an EIA.
- 4.1.2 Headteachers have indicated agreement with the decision to increase costs to ensure the teacher workforce is appropriately remunerated.
- 4.1.3 Children's and Families and Executive members have agreed to the increased costs and the recommendation to implement the policies on this occasion without a full collective agreement (see 4.6).

## **4.2 Equality and diversity / cohesion and integration**

- 4.2.1 The teaching workforce in Leeds is made up of approximately 80% women and any pay award has the potential to have a negative, neutral or positive impact on the Gender Pay Gap, therefore the application of the pay award in line with the national recommendation reduces the risk of equality issues.

## **4.3 Council policies and the Best Council Plan**

See 2 above.

## **4.4 Resources, procurement and value for money**

- 4.4.1 Finance have projected the average full year additional costs to individual schools across the phases as: Primary school £3k, Secondary school £10k and SILC £6k. This data has been shared with schools and Schools Finance Officers are supporting Headteachers during the budget review period to manage additional budget pressures.

## **4.5 Legal implications, access to information, and call-in**

- 4.5.1 The Teacher Pay Award is complex in its formal agreement process 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. Call in is required due to the £500k+ costs.

## **4.6 Risk management**

- 4.6.1 Following trade union consultation, HR presented three options to Executive Members and Children's and Families:
  1. Delay implementation of the pay policy and pay award until agreement is reached
  2. Implement the pay award with last year's Pay Policy without agreement – status quo
  3. Implement the pay award with the revised Pay Policy without formal agreement and continue to consult to reach a compromise and agreed position which can later be ratified
- 4.6.2 Option 3 was accepted as the appropriate approach.
- 4.6.3 Additionally, we have agreed to adopt the DfE's advisory pay points to ensure Leeds teacher pay scales are aligned to the national scales. Not doing so would

lead to more complex consultation in future and a pay range that potentially prevents Leeds from achieving the nationally expected £30k starting salary by 2022 due to ongoing budget constraints.

## **5. Conclusions**

The appropriate stakeholders have been consulted and a consensus reached to circulate the teacher pay policies with immediate effect following the necessary decision making procedures and to move forward with configuring the pay award.

## **6. Recommendations**

- 6.1.1 The Director of Resources & Housing is requested to:
- 6.1.2 Approve the total additional costs to Leeds schools of £626k and £29k to the Children's and Families budget.
- 6.1.3 Agree the implementation of the Teacher pay policies without full trade union collective agreement (see 3.3) to ensure teachers receive backdated pay awards as expected, in December 2020 pay.

## **7. Background documents<sup>1</sup>**

- 7.1 The School Teacher Model Pay Policy including an EIA and the LCC Teacher Model Pay Policy including an EIA are attached to this report.

---

<sup>1</sup> The background documents listed in this section are available to download from the council's website, unless they contain confidential or exempt information. The list of background documents does not include published works.