Information on the Teachers’ Pay Award 2019
Last updated: 7th August 2019

1. Teachers’ Pay Award 2019
1.1 Introduction

On Monday 22nd July, the School Teachers’ Review Body’s (STRB’s) annual report was published alongside a written ministerial statement from the Secretary of State, accepting a recommendation for a teachers’ pay award of 2.75%. Consultation with the statutory consultees has now commenced and will close mid-September.

The award will not therefore be implemented in September. The STPCD 2019 will probably come into force during October. Teachers are therefore unlikely in practice to receive any uplift until November pay at the earliest, but this will, of course, need to be backdated to 1st September.

The STRB’s remit was limited to what adjustments should be made to salary ranges and allowances from September. Their recommendation is therefore confined to the pay award and there are no further changes to teachers’ pay and conditions this year.

The STRB’s full report can be downloaded here:


1.2 The STRB’s Recommendation

The STRB’s recommendation, accepted by the Secretary of State, is for an uplift of 2.75% to be applied to all pay and allowance ranges for teachers and school leaders. The STRB did not advocate a differentiated approach to the pay award, noting how negatively many senior leaders viewed the approach taken last year and also that early career teachers – the focus of previous years’ awards – look ahead to potential future earnings, not just starting pay.

In making its recommendation, the STRB noted that there is considerable variation in schools’ financial situations, likely to mean that some schools in difficult financial circumstances will find it challenging to implement any uplift to pay and allowances. The Review Body also noted that cost pressures are not necessarily synonymous with affordability. The picture of schools’ in-year expenditure and financial reserves “does not capture the difficult decisions that many school leaders and governing bodies will have made in order to ensure that their schools can operate effectively within their funding allocations.”
1.3 Funding the Award

The DfE has previously assessed that a 2% pay award is affordable by schools “nationally and overall” although this estimation was challenged by statutory consultees. On that basis, the Department intends to invest a further £105 million into the existing Teachers’ Pay Grant this financial year. Although not specifically stated, the assumption is that this is to cover the additional 0.75% of the award, with schools expected to fund 2%.

There are no further details at this stage on how this additional funding will be distributed.

2. Reaction to the Announcement of the Award

Unsurprisingly, given the nature of the consultation responses submitted to the STRB, the reaction to the pay award by the unions has been negative, both in terms of the level of the award and the failure to fully fund it. The NEU, ASCL, NAHT and Voice made a specific proposal of a 5% pay uplift, with NASUWT seeking a substantial, above inflation pay increase. NEOST, the statutory consultee representing local authorities, argued for a fully funded award and both ASCL and NAHT have expressed concerns that schools cannot afford to deliver the award without further budget cuts elsewhere. The NEU and NASUWT general secretaries have already stated that their unions will challenge any school that does not make the recommended award.

3. What action should schools and academy trusts be taking now?

The late publication of the STRB’s recommendations again this year means that consideration of teachers’ pay awards by governing bodies and trustees is likely – for the most part – to be deferred until the autumn term. As previously stated, consultation over the Secretary of State’s response to the STRB’s report, and the draft STPCD, will continue until mid-September making it likely that the STPCD 2019 will come into force during October, once the Parliamentary process is complete. Maintained schools will not, therefore, be able to finalise decisions until this has happened and details of the funding distribution are known, although – of course – governing bodies can start considering the budgetary impact and possible approach to the award before then. Academy trusts are not bound by this timetable necessarily (subject to the terms of individual contracts), though may still wish to await the details of how and when the additional funding will be distributed.

4. What options for implementing the award are available?

As in previous years, apart from ensuring that all teachers are receiving at least the minimum of their respective pay range or allowance, the matter of how to treat salaries in payment is left to schools to determine. We are aware that the question of affordability will continue to be uppermost when considering how to implement the award.

Maintained schools must, therefore, increase the salaries of those teachers on the minima of the pay or allowance ranges by 2.75%. It is possible for school governing bodies to reach a decision not to award 2.75% on other salaries or allowances in payment (i.e. those paid above the minima). When contemplating a decision to award less than 2.75% across the board, the issue of affordability should be balanced against such relevant factors as:

- The potential impact on recruitment and retention of teachers;
- The problems this may create for the future if the pay structure is based on fixed points;
- The school’s performance-related pay scheme and the level of individual pay progression offered as part of this;
- Impact on employee relations and morale.
Bear in mind that changes to the pay policy, which includes changes to pay ranges and pay points where used, need to be consulted upon with the recognised unions (and, as a matter of good practice, with teaching staff themselves) before being finalised. Schools implementing the recommended award across the board will generally not need to consult afresh, if making no other changes to their pay policy, though may be asked to confirm this position by the unions.

5. **Making Changes to Your Pay Policy 2019-20**

We have updated our template pay policies with revised dates and *draft* TLR/SEN allowance figures (these will not be finalised until publication of the STPCD 2019).

No other changes of substance have been made to the templates. Your school or trust may, of course, have other changes to make this year on a local basis which – as previously noted – should be consulted upon prior to adoption of the policy by the governing body / board.

We have published *draft* pay ranges on the website along with discretionary leadership pay points based on the 2019 leadership pay range. Again, all figures should be treated as *draft only* until publication of the STPCD 2019. It is not unheard of for changes to be made to the figures at a later stage, albeit these are usually just minor corrections.

Last year we took the decision to cease producing suggested pay points for classroom teachers within the minima and maxima of the range as we are increasingly finding variations on these points being used in practice. We will, however, still publish indicative leadership pay points this year.

Some local authority payroll providers determine specific points for you to use in respect of teachers on some or all pay ranges if you adopt a local authority model. In such cases it would be advisable to have regard to these when publishing salary points in your pay policy to ensure there is no discrepancy.