

24 September 2020

Dear colleague,

School teachers' pay 2020/21

The Department for Education (DfE) has now published the 2020 School Teachers' Pay and Conditions Document (STPCD) <https://www.gov.uk/government/publications/school-teachers-pay-and-conditions> which comes into force on 14 October 2020. The final document does not move significantly away from the draft shared during the consultation process – therefore the information we shared in our Pay Circular dated 4 August (where we refer to the draft STPCD) largely stands, with the notable exception of paragraph 26 (see below.)

The School Teachers' Pay and Conditions (England) Order 2020

- *Made* 21st September 2020
- *Laid before Parliament* 23rd September 2020
- *Coming into force* 14th October 2020

The provisions set out in Section 2 of the Document have effect on and after 1st September 2020 for the purposes of determining—

- (a) the remuneration of schoolteachers; and
- (b) other conditions of employment of schoolteachers which relate to their professional duties or working time.

As a reminder, the STPCD 2020 indicated the Government accepted the STRB's recommendation in full.

- Minimum of the MPR is increased by 5.5 per cent.
- Maximum of the MPR and the minima and maxima of all other pay and allowance ranges for teachers and school leaders are uplifted by 2.75 per cent.
- These uplifts apply to all four regional pay bands.
- Advisory pay points are reintroduced on the MPR and UPR from September 2020.

NEOST is pleased to note that the proposed change to the STPCD for 'additional payments' at paragraph 26 'Additional Payments' has been dropped from the final order. Our stakeholders had informed us that this

proposed change to STPCD (widening the exclusion of additional payments for teachers on the leadership range) would reduce the pay flexibilities for a significant number of schools whilst increasing the unnecessary bureaucracy around the current freedom that many schools use to reward Assistant Head Teachers and Deputy Head Teachers who agree to temporarily work across schools to e.g. drive up educational outcomes for pupils.

The following paragraphs were contained in the LGA Pay Circular published August 4th, but we replicate them here for ease:

Since 2014 when greater flexibility was introduced into the pay arrangements for schoolteachers, it has become more difficult to issue national guidance that is straightforward. You will recall that in 2014 we last issued joint guidance on reference points with the teaching unions. From 2015 onwards our aim for this circular is set out issues that will influence local decision-making and then to 'do the maths' on what we think are likely to be the most common models.

It is recognised that some authorities and schools will have local pay structures, which have not followed the most "common models" over recent years. You will also note that the proposed advisory pay points do not include the structure of points 6a and 6b, which have been used by some local authorities and schools and have been a feature of the LGA modelled pay scales, for several years. The draft STPCD does not contain guidance on how assimilation onto the proposed advisory pay points should be managed in these cases, and local authorities and schools will need to determine, in consultation with the unions and staff representative bodies, an appropriate methodology and timescale where they chose to move to the published advisory pay points.

The NEOST view based on feedback from our stakeholders is that the majority of schools do still want a consistent pay spine produced by the LGA for them across all the pay ranges which they can use to manage the required performance-related progression at school-level. School pay policies for 2019/20 will have set out the basis for determining the level of any pay progression for the school's teachers, including the head teacher, from 1 September 2020. There remains broad support within the sector for not conflating cost of living and performance awards.

For avoidance of doubt, we are not recommending any particular approach be taken.

The Appendix contains, the STPCD advisory pay spine for the MPR and UPR for 2020. For other ranges, the figures are more straightforward and have been updated in line with the proposed 2.75 per cent increases.

However, Points 18*, 21*, 24*, 27*, 31*, 35*, 39* and 43 on the Leadership Pay Range are the salary figures for head teachers at, or moving to, the top of the school group ranges only. These different figures are a legacy of the 2015

STPCD which provided for no uplift to the maxima of the eight head teacher group ranges.

All the information relating to 2020 Teachers pay and the STRB process can be found on the LGA website via <https://www.local.gov.uk/our-support/workforce-and-hr-support/education-and-young-people/lga-consultation-neost-response>

Yours faithfully,

A handwritten signature in black ink, appearing to read 'Selena Lansley', written in a cursive style.

Selena Lansley
Senior Adviser (Workforce and Negotiations)

MAIN PAY RANGE

Draft STPCD advisory points 2020/21

		England	Inner London	Outer London	Fringe area
Minimum	M1	25,714	32,157	29,915	26,948
	M2	27,600	33,658	31,604	28,828
	M3	29,664	35,226	33,383	30,883
	M4	31,778	36,866	35,264	32,999
	M5	34,100	39,492	38,052	35,307
Maximum	M6	36,961	42,624	41,136	38,174

UPPER PAY RANGE

Draft STPCD advisory points 2020/21

		England	Inner London	Outer London	Fringe area
Minimum	U1	38,690	46,971	42,559	39,864
	U2	40,124	49,279	44,133	41,295
Maximum	U3	41,604	50,935	45,766	42,780

UNQUALIFIED TEACHER PAY RANGE

Discretionary reference points 2020/21

		England	Inner London	Outer London	Fringe Area
Minimum	1	18,169	22,849	21,582	19,363
	2	20,282	24,962	23,696	21,473
	3	22,394	27,075	25,809	23,587
	4	24,507	29,187	27,926	25,699
	5	26,622	31,298	30,037	27,812
Maximum	6	28,735	33,410	32,151	29,924

LEADING PRACTITIONERS PAY RANGE**Draft STPCD minimum and maximum pay range
2020/21**

		England	Inner London	Outer London	Fringe Area
Minimum		42,402	50,415	45,766	43,570
Maximum		64,461	72,480	67,828	65,631

Note: the minimum of the Leading Practitioners Pay Range equates to the minimum of the Leadership Group Range and the maximum equates to Leadership Group Range point L18.

Schools wishing to use pay points within the Leading Practitioners Range might therefore decide to use values equal to L1 to L18

LEADERSHIP GROUP PAY RANGE**Discretionary reference points 2020/21**

	England	Inner London	Outer London	Fringe Area
1	42,195	50,167	45,542	43,356
2	43,251	51,229	46,601	44,415
3	44,331	52,313	47,676	45,495
4	45,434	53,414	48,785	46,604
5	46,566	54,552	49,919	47,737
6	47,735	55,715	51,082	48,901
7	49,019	57,003	52,371	50,190
8	50,151	58,132	53,499	51,314
9	51,402	59,380	54,750	52,568
10	52,723	60,701	56,072	53,888
11	54,091	62,066	57,436	55,254
12	55,338	63,319	58,688	56,506
13	56,721	64,700	60,073	57,890
14	58,135	66,114	61,479	59,302
15	59,581	67,556	62,926	60,744
16	61,166	69,146	64,514	62,333
17	62,570	70,552	65,921	63,746
18*	63,508	71,411	66,827	64,663

18	64,143	72,125	67,496	65,310
19	65,735	73,715	69,087	66,900
20	67,364	75,345	70,713	68,536
21*	68,347	76,249	71,666	69,509
21	69,031	77,011	72,383	70,204
22	70,745	78,725	74,090	71,914
23	72,497	80,472	75,842	73,661
24*	73,559	81,461	76,874	74,718
24	74,295	82,277	77,643	75,466
25	76,141	84,119	79,489	77,307
26	78,025	86,001	81,372	79,195
27*	79,167	87,062	82,480	80,320
27	79,958	87,933	83,305	81,124
28	81,942	89,919	85,290	83,105
29	83,971	91,953	87,316	85,139
30	86,061	94,039	89,406	87,221
31*	87,313	95,216	90,632	88,472
31	88,187	96,168	91,539	89,357
32	90,379	98,355	93,724	91,549
33	92,624	100,604	95,975	93,795
34	94,914	102,894	98,263	96,083
35*	96,310	104,211	99,624	97,468
35	97,273	105,253	100,620	98,443
36	99,681	107,658	103,026	100,848
37	102,159	110,142	105,509	103,327
38	104,687	112,664	108,037	105,855
39*	106,176	114,074	109,489	107,328
39	107,239	115,215	110,584	108,402
40	109,914	117,898	113,266	111,086
41	112,660	120,645	116,010	113,828
42	115,483	123,461	118,828	116,653
43	117,197	125,098	120,513	118,356

* These points and point 43 are the maximum salaries for the eight head teacher group ranges