

TITLE OF REPORT: Centrally Employed Teachers' Pay Policy 2017

REPORT OF: Mike Barker, Strategic Director, Corporate Services & Governance

Purpose of the Report

1. To agree a centrally employed teachers' pay policy 2017, for approval by the Council, as set out in Appendix 2 to this report.

Background

2. The School Teachers' Pay and Conditions Document (STPCD) 2017 requires local authorities to produce a pay policy which determines teachers' pay and the date at which it will determine teachers' annual pay reviews, and establishes procedures for addressing teachers' grievances in relation to their pay.
3. Whilst there is no set format to which the policy statement must conform, the STPCD provides statutory guidance issued by the Secretary of State, to which authorities must have regard when preparing their policies.
4. The Pay Policy covers all elements of the STPCD set out under main headings that are intended to demonstrate the consistency in the Council's approach to pay across the teaching workforce and to highlight any differences. Those main headings are:
 - General principles regarding teachers' pay
 - Governance arrangements and development of pay and allowances ranges
 - Payment for additional duties
 - Process for appeals
5. The policy must be available for all centrally employed teachers to access, and be applied when the Council makes teachers' pay determinations.

Proposal

6. The STPCD places a statutory duty on the Council to only uplift the minimum and maximum of the pay ranges and allowances applicable to centrally employed teachers. The uplift this year is 2% for the minimum and maximum of the main pay range and 1% to all other pay ranges and allowances.
7. The proposal for this year, as attached in appendix 2, is to apply a 2% uplift to all points within the main pay range and a 1% uplift to all points in the all other pay ranges and allowances.

8. This is in line with other regional authorities, trade union recommendations and the consensus of opinions across Gateshead schools.

Recommendation

9. It is recommended that the attached draft policy is agreed by Cabinet and referred to the Council for approval.

For the following reason:

- To comply with the requirements of the STPCD
- To ensure centrally employed teachers receive a pay award in line with their colleagues in maintained schools.

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Policy Context

1. The annual publication of a pay policy statement for the year 2017/18 is a requirement of the STPCD.

Background

2. The Council's approach to centrally employed teachers' pay has been determined by reference to the statutory legislation governing teachers' pay (STPCD). The pay policy incorporates the key requirements of this document and allows for a comparative pay award to be provided.

Consultation

4. The Council's recognised teaching trade unions have been consulted and this policy is in line with their national recommendations.

Alternative Options

5. The publication of a pay policy statement is a legal obligation under the statutory legislation governing teachers' pay.

Implications of Recommended Option

6. **Resources:**

- a) **Financial Implications** – The Strategic Director, Corporate Resources confirms that the proposed pay award will be met within existing resources, as it has been planned into budgets for 2017/18.

- b) **Human Resources Implications** – The Council's centrally employed teachers' pay policy is designed to recruit, reward, motivate and retain as necessary employees with the skills and attributes required to deliver the Council's educational services. It is part of the Council's overall human resources policy framework, through which it aims to be an exemplary employer.

- c) **Property Implications** – there are no property implications arising from the recommendations within this report.

7. **Risk Management Implications** - The changes in the Council's centrally employed teachers' pay policy as recommended in the report are relatively minor and are not considered to introduce any new risk.

8. **Equality and Diversity Implications** – Fair pay and reward are fundamental to the Council's approach to employment. The Council's application of consistent pay principles throughout the organisational structure ensure that Equality and Diversity issues are properly taken into account.

9. **Crime and Disorder Implications** – There are no crime and disorder implications.

10. **Health Implications** - There are no health implications.
11. **Sustainability Implications** - There are no sustainability implications.
12. **Human Rights Implications** – There are no human rights implications.
13. **Area and Ward Implications** - There are no area and ward implications.