

## Secretary of State's Response to the School Teachers' Review Body (STRB) Twenty-Ninth Report 2019

### Response of the Association of School and College Leaders

- 1 The Association of School and College Leaders (ASCL) represents over 19,000 education system leaders, heads, principals, deputies, vice-principals, assistant heads, business managers and other senior staff of state-funded and independent schools and colleges throughout the UK. ASCL members are responsible for the education of more than four million young people in more than 90 per cent of the secondary and tertiary phases, and in an increasing proportion of the primary phase. This places the association in a strong position to consider this issue from the viewpoint of the leaders of schools and colleges of all types.
- 2 ASCL welcomes the opportunity to make a written response to the Government's proposals following the School Teachers' Review Body's (STRB) recommendations to the 29<sup>th</sup> Remit. This submission is in addition to the joint letter we have sent in partnership with the NAHT, NEU and Voice.

#### **Matter for recommendation**

***An assessment of what adjustments should be made to the salary and allowance ranges for classroom teachers, unqualified teachers and school leaders to promote recruitment and retention, within the bounds of affordability across the school system as a whole.***

- 3 We start by welcoming the STRB's Report which included a recommendation for a 2.75 per cent uplift across all pay and allowance ranges for teachers and school leaders. We are pleased that the Education Secretary has not deviated from the STRB's recommendation this year as happened last year.
- 4 We are also pleased that the STRB agreed with our position that a targeted award was not appropriate.
- 5 However, in light of the paltry award made to the Upper Pay Range and Leadership Pay Range last year, this increase still makes for a cut in real terms across the two years for those teachers.

#### **Pay Uplift**

- 6 It is our position that a higher uplift was warranted across the board this year.

- 7 Teachers on the Upper and Leadership Pay Ranges have consistently seen real terms decreases in their pay for a number of years and given last year's pay award for these ranges there needed to be some inroads made into this in order to manage the recruitment and retention issues.
- 8 We are particularly concerned by item 4.48 of the report, which attributes the constraints of affordability as stipulated by the Education Secretary as one of two factors which led the review body to conclude that they '*must move cautiously in relation to the extent to which the competitiveness of the teachers' pay framework can be improved this year*'.
- 9 This confirms that the Education Secretary has succeeded in influencing the review body and, in effect, has imposed an arbitrary pay cap yet again. All consultees were vehement in their view that affordability was an issue for the Education Secretary and not the review body.
- 10 We were however, pleased to see that both the STRB and the Government acknowledge the need for an across the board award and the recognised the divisiveness targeted pay uplifts have on the profession.

### **Recruitment and Retention**

- 11 The report acknowledges that the recruitment and retention crisis has worsened, and it widely known that the reduction in support staff roles have added to teachers' workload, but this award looks likely to worsen the very issues it aims to resolve.
- 12 The STRB saw for themselves in their visits to schools<sup>1</sup> how negatively senior leaders and experienced staff viewed the targeted approach to uplifts last year, which is in line with our evidence.
- 13 The report also highlights that the review body has 'significant concerns about the declining retention rates in experienced teachers' and we feel this shows that a higher than inflation rate increase is required for experienced teachers and senior leaders who were penalised with the differentiated award of 2018.

### **Affordability**

- 14 Whilst we welcome the additional funding that comes with this offer, we find it staggering that the Secretary of State for Education has ignored all the evidence which showed that his claim that a 2 per cent increase was affordable within the sector was flawed.
- 15 ASCL, along with the majority of the statutory consultees, provided evidence to back this up in their submissions.
- 16 The report acknowledges the information in our supplementary evidence: '*In its individual supplementary submission, ASCL challenged several of the assumptions that underpinned the Department's calculation and modelled the costs of an unfunded 2 per cent pay uplift on a secondary school. On the basis of its own calculations, ASCL asserted that the 0.6 per cent increase in costs*

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<sup>1</sup> STRB 29<sup>th</sup> Report, July 2019

that the Department maintained to be affordable nationally would not cover the cost of a 2 per cent pay award.<sup>2</sup>

- 17 To demonstrate this further, we have again modelled some examples below, illustrating the impact on a typical primary, 11-16 and 11-18 school:

Example school 1					
Primary NOR 465					
Spend on teachers	£			Available revenue	£
17/18	£	916,333.00		17/18	£ 1,837,000.00
18/19	£	938,233.36	2.39% £21900	18/19 including pay grant ( 1.39%)	£ 1,849,736.00 £12,736.00
19/20	£	964,034.78	2.75% £25801	19/20 including pay grant (.75%)	£ 1,856,772.00 £ 7,036.00
				DfE projection +0.6% increase by 2020	£ 1,848,022.00 £11,022.00
cost of payaward 2018 and 2019			£ 47,701.00	increased revenue from pay grants and DfE projected incof 0.6%	£ 30,794.00
<b>Shortfall</b>					<b>£ 16,907.00</b>

NB : we have assumed that the TPS increase for 2019/20 is fully funded in accordance with Government commitments.

Example school 2					
Secondary 11-16 NOR 525					
Spend on teachers	£			Available revenue	£
17/18	£	1,747,000.00		17/18	£ 2,939,000.00
18/19	£	1,788,753.30	2.39% £41753	18/19 including pay grant ( 1.39%)	£ 2,963,863.67 £ 24,283.00
19/20	£	1,837,944.02	2.75% £49191	19/20 including pay grant (.75%)	£ 2,977,279.67 £ 13,416.00
				DfE projection +0.6% increase by 2020	£ 2,956,634.00 £ 17,634.00
cost of payaward 2018 and 2019	£	90,944.00		increased revenue from pay grants and DfE projected incof 0.6%	£ 55,333.00
<b>Shortfall</b>					<b>£ 35,611.00</b>

NB : we have assumed that the TPS increase for 2019/20 is fully funded in accordance with Government commitments.

Example school 3					
Secondary 11-18 NOR 1379					
Spend on teachers	£			Available revenue	£
17/18	£	3,935,000.00		17/18	£ 7,637,000.00
18/19	£	4,029,046.50	2.39% £94047	18/19 including pay grant ( 1.39%)	£ 7,693,003.75 £ 54,696.50
19/20	£	4,139,845.28	2.75% £110799	19/20 including pay grant (.75%)	£ 7,723,221.75 £ 30,218.00
				DfE projection +0.6% increase by 2020	£ 7,682,822.00 £ 45,822.00
cost of payaward 2018 and 2019	£	204,846.00		increased revenue from pay grants and DfE projected incof 0.6%	£ 130,736.50
<b>Shortfall</b>					<b>£ 74,109.50</b>

NB : we have assumed that the TPS increase for 2019/20 is fully funded in accordance with Government commitments.

- 18 In all examples the schools will suffer a shortfall, which will have to be funded by cuts to provision and/or savings elsewhere. Given the timing of the announcement these cuts will not have been budgeted for and schools will need to make in year adjustments.
- 19 The Teacher Pay Grant for the September 2018 pay award was intended to fund costs over 1 per cent which schools had been expected to budget for. Yet this year, despite evidence from the profession that finances were worsening and the acknowledgement on this issue by the STRB, the Department is

<sup>2</sup> STRB 29<sup>th</sup> Report, July 2019

maintaining the position that it is still reasonable to expect schools to have been able to have budgeted for a 2 per cent uplift.

- 20 This is an untenable position, particularly given the Government has now acknowledged the pressing need for schools to be better financed and promised significant additional funding as part of its spending review. To continue to maintain the line that for 2019/20 schools must find the first 2 per cent of the uplift is non-sensical at best, but at worst is insulting to the school leaders and organisations who have been tirelessly campaigning for additional school funding.
- 21 Our members have already told us that if the pay award is only funded at 0.75 per cent, then the only way many schools will be able to afford to fully implement the pay award is by making even more staff redundant. To not make the pay award risks worsening the recruitment and retention crisis in their schools.

**We maintain that there is a clear and cogent case for the award to be fully funded.**

### **Pay Grant**

- 22 We also urge the Government to review the methodology for the Teacher Pay Grant and find a more accurate method than the current per pupil calculation, which has meant that many schools have received less than the actual costs of the additional increase.
- 23 This needs to be addressed as a matter of urgency so that schools are funded appropriately and can implement the award fairly and equitably.

### **Summary**

- 24 The STRB's recommendations should be funded in full and there is no case for a partially funded award: as was usual practice until recent years, pay awards should be funded and arrangements to facilitate this in an equitable way should be made in a timely manner.
- 25 We understand that the prorogation of parliament will not delay the process further as the Secretary of State will use his executive powers in order to lay pay order.
- 26 We hope that this is of value to your consultation, ASCL is willing to be further consulted and to assist in any way that it can.

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Pay and Conditions Specialist  
Association of School and College Leaders  
5<sup>th</sup> September 2019