



September 2020

Joint Advice on School Teachers' Pay in England 2020-21

The Government has published its proposals on school teachers' pay in England for 2020-21 following consideration of the recommendations of the School Teachers' Review Body (STRB). Teacher pay in Wales is now the responsibility of the Welsh Assembly Government and separate arrangements are now in place for Wales.

This document sets out our organisations' joint advice on the application of the proposed changes to teacher pay in England, including on adoption of pay scales and the application of individual pay increases. This includes advice on use of the advisory pay points for the Main and Upper Pay Ranges included in the 2020 School Teachers Pay & Conditions Document (STPCD).

We jointly advise that all teachers and leaders should receive an individual pay increase at least in line with the STPCD increases – 2.75% for most pay points and allowances, with higher increases for M1-M5 – in addition to any pay progression for which they are eligible.

Where a school has previously used pay points for the Main and Upper Pay Range with lower values than our recommended pay points, **we jointly advise that the STPCD advisory pay points should be adopted and individual teachers paid appropriately, even where this involves a higher increase than above.**

Where a school has previously used pay scale points with higher values, **we jointly advise that such pay scale points should be increased in line with the increases in the STPCD pay scale points and not by any lower amount.**

Consultation on pay policies

Formal consultation should take place with teachers and their union representatives before pay policies and pay scales for September 2020 are finalised. This should happen at the start of the new academic year, as soon as the pay proposals are formally confirmed, in order to comply with the requirement for meaningful consultation while also ensuring that teacher pay uplifts are not delayed. Notwithstanding this, we believe that it would be helpful for local authorities, school governing bodies and academy employers to announce as soon as possible whether or not they intend to adopt the advice set out here.

Pay scales for 2020-21

The 2020 STPCD now includes advisory pay points for use in relation to the Main and Upper Pay Ranges with effect from 1 September 2020. **The recommended pay scale points for the Main and Upper Pay Ranges set out below are in accordance with the STPCD advisory pay points.** Those advisory pay points are themselves derived from the pay scale points recommended in our joint union pay advice last year, updated by an annual pay increase effective from 1 September 2020.

The decision to restore advisory pay points for the Main and Upper Pay Ranges in the STPCD and to align their values with those recommended by our joint union advice underlines that schools which have used the recommended pay point set out in each year's edition of this joint union pay advice have acted appropriately.

The vast majority of schools already pay teachers according to the pay points set out in this annual joint union advice. Where any school has used pay points with lower values than our recommended pay points, **we jointly recommend** the advisory pay points should be adopted and teachers should be moved to the next highest point above their current point (after taking into account the annual uplift in the value of the points).

The pay points set out below should be regarded as a minimum entitlement. Where any school has used pay points with higher values than our recommended pay points, those pay points should be increased in line with the increases in the advisory pay points and should continue to be increased every year in line with the relevant national pay increase. The restoration of advisory pay points should not be used as justification for a lower pay increase.

The principles supporting the use of national pay points for the Main and Upper Pay Ranges apply equally to pay for those on the leadership range, leading practitioner range and unqualified teacher range for whom recommended pay points are also set out in this advice. We will continue to encourage the DfE to make the STPCD advisory pay points mandatory once more and to restore mandatory pay points for all teachers and leaders as part of the national pay structure needed for schools.

Pay increases for 2020-21

The STPCD advisory pay increases range from 5.5% at M1, decreasing on a tapering scale to a 2.75% increase at M6. The advisory pay points also reflect increases to Upper Pay Range points of 2.75%.

M1	5.5%	U1	2.75%
M2	4.95%	U2	2.75%
M3	4.4%	U3	2.75%
M4	3.85%		
M5	3.3%		
M6	2.75%		

We jointly advise that all teachers should receive an individual pay increase at least in line with the increases set out above, excluding any increase arising from progression to a higher pay scale point. Where any school has previously used pay points with lower values than our recommended pay points, some individuals may receive a higher increase as a result of the adoption of the advisory pay points.

The reintroduction of advisory pay scale points within the statutory framework confirms that, while teachers continue to be required to meet relevant performance criteria for progression on their pay scale if eligible, pay increases consequential upon the revalorisation of pay scale points set out in the school's pay policy can and should be received by all teachers paid on those pay points even if they do not receive progression on their pay scale.

Other matters

The Government is not providing additional funding to support these pay increases which must be funded from existing school budgets. We jointly remain committed to the principle that the Government should fully fund pay increases, in order to support investment in teacher pay, while also increasing other elements of school budgets in real terms. This investment is critical because real terms school funding will not have risen above 2009/10 levels at the end of 2022/23. All of our organisations believe that the evidence demonstrates that performance-related pay progression is damaging and ineffective. We believe that it should be removed from the STPCD, with pay progression for eligible school leaders and classroom teachers as the norm and applied separately and in addition to annual pay increases for cost of living purposes. This is the only way to ensure that the profession returns to a competitive position in the graduate market place.

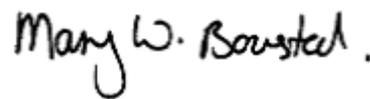
Yours sincerely



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