

DEPARTMENT FOR CHILDREN, SCHOOLS AND FAMILIES

School Teachers' Review Body recommendations

The Secretary of State for Children, Schools and Families (Ed Balls): Part 1 of the 18th report of the School Teachers' Review Body (STRB) is being published today, covering a range of matters referred to them in June 2008. I am grateful for the careful consideration which the STRB has given to these matters. Copies of the report and of my detailed response to it are available in the Vote Office, the Printed Paper Office, the Libraries of the House and at www.teachernet.gov.uk/pay.

The STRB has recommended that **teachers' pay be increased by 2.3% from 1 September 2009 without prejudice to the outcome of the part 2 report in June on the appropriateness of the pay award for September 2009 and 2010. In addition a further adjustment to pay scales for teachers in Inner London is recommended for September 2009.**

I am grateful to the STRB for these recommendations which will allow teachers to receive an increase in September 2009, pending the STRB's report in June, and I intend to accept these recommendations.

The STRB has recommended that **new statements of responsibilities for all teachers are drawn up, separate from conditions of employment, taking account of draft statements that the STRB has produced, and that the current statements in the School Teachers' Pay and Conditions Document (STPCD) be removed.**

I am grateful to the STRB for its consideration of this issue and for the work it has done to prepare draft statements. I agree that account should be taken of the STRB's draft statements for teachers as work develops in this area. I agree that existing statements within the STPCD should be replaced in due course. I also take the view that conditions of employment should be considered alongside revised statements of responsibilities.

The STRB has also made recommendations concerning the leadership group. In particular, it has recommended certain interim arrangements **for pay and conditions for leaders in the STPCD be changed to enable leaders to be paid for existing models of leadership in a consistent and transparent manner.** STRB has also recommended that there should be a **fundamental review of the system of reward for the leadership group.**

I note the STRB's recommendation for changes to the pay and conditions for leaders and I agree that this work should be taken further by the STRB in the course of a future remit. I believe that this work should also link with work to develop a new set of professional responsibilities for all teachers.

The STRB has also made helpful recommendations concerning pay ranges for the Excellent Teachers Scheme, which I propose to accept, and concerning payments for teachers of pupils with special educational needs, including unattached teachers. My detailed response contains further information on all these issues.

DEPARTMENT FOR CHILDREN, SCHOOLS AND FAMILIES

School Teachers' Review Body recommendations and response from the Secretary of State for Children, Schools and Families (Ed Balls)

[The following sets out the full set of recommendations from the School Teachers' Review Body and published in the 18th Report part 1 (Cm 7546) on 31 March 2009, together with the response from the Secretary of State for Children, Schools and Families. The STRB's recommendations below are in bold.]

The Secretary of State for Children, Schools and Families (Ed Balls): Part 1 of the 18th report of the School Teachers' Review Body (STRB) is being published today. It covers the first set of matters referred to the STRB in June 2008, the pay review will be reported on in part 2 of the Report in June 2009. Copies are available in the Vote Office, the Printed Paper Office and in the Libraries of the House and at <http://www.teachernet.gov.uk/pay>.

In making its recommendations, the STRB was required to have regard to items a-f set out in the remit letter of 25 June 2008. This report covers teachers' professional responsibilities, the leadership group, special educational needs payments and pay ranges for Excellent Teachers. It also confirms the teachers' pay award for September 2009, notwithstanding the STRB's further report in June. I am grateful for the careful and detailed attention the STRB has given to these matters. I am inviting comments on the STRB's report and my response to its recommendations by 27 April 2009.

Teachers' Pay

The STRB has recommended that:

- **teachers' pay be increased by 2.3% from 1 September 2009 pending the outcome of the STRB's June 2009 review of the appropriateness of the indicative pay increases of 2.3% in teachers' pay that it proposed for both September 2009 and 2010;**
- **there be an adjustment to the main and upper pay scale for inner London as proposed in STRB's Seventeenth Report Part 1: a minimum starting salary of £26,000 and consequential adjustments to the main pay scale, and an enhancement in the value of the upper pay scale, in inner London from September 2009;**
- **in the event that STRB subsequently revise these recommendations for September 2009, consequent adjustments be made to teachers' pay reflecting any such revision.**

I am grateful to the STRB for its consideration of this issue and intend to accept its recommendations to enable teachers to receive a pay increase in September 2009.

Teachers' Professional Responsibilities

The STRB has recommended the following:

Further to the recommendations in the STRB's Sixteenth Report¹ and Seventeenth Report Part 2², that:

- **the Department consult all interested parties on the STRB's draft statements of purpose and professional responsibilities;**
- **the Department re-structure the School Teachers' Pay and Conditions Document (STPCD) to make it more coherent and user-friendly and to provide separate sections on teachers' responsibilities and conditions of employment. The Department should consider how best the provisions in the STPCD could be communicated to interested parties;**
- **the Department, in consultation with all interested parties, investigate the causes of long working hours for teachers and head teachers; make proposals for addressing the issues identified; and return these results for further recommendation;**
- **the Department include, in the relevant section of the STPCD, a statement specifying that all teachers will have a reasonable expectation of access to and participation in continuous professional development; and**
- **the Department include, in the relevant section of the STPCD, advice on the implications of the Working Time Regulations 1998 for teachers and school leaders.**

I am grateful to the STRB for its consideration of this issue and for the work it has done to prepare draft statements. I agree that account should be taken of the STRB's draft statements for teachers as work develops in this area. I intend to accept the Review Body's recommendations that existing statements within the STPCD should be replaced in due course and also to continue the work on restructuring the STPCD.

I note the STRB's observations about teachers' working hours. In framing its recommendations I believe that the Review Body has raised some legitimate questions, for example those around the deployment of the significant numbers of additional support staff that are now available to assist teachers are particularly relevant. Whilst I agree that further consideration needs to be given to teachers' working hours I am not minded to commission either a new or exhaustive re-examination of policy in this area, not least because I consider that there is already sufficient scope within the reviews and measures that are already in place to appropriately consider the questions STRB has raised. I should however welcome consultees' views on the points made by the STRB.

I am grateful for the STRB's recommendation on teachers' continuing professional development and should welcome consultees' views on this matter before coming to a decision. Of course,

¹ Cm 7007

² Cm 7352

Welsh Ministers will have a view on CPD for teachers in Wales.

I believe the Review Body is right to flag that the implications of the existing working time regulations need better clarification for teachers and school leaders. I should welcome consultees' views on this recommendation, particularly on how the working time regulations can best be applied in the school setting.

Leadership Group

The STRB has recommended the following as an interim arrangement, pending a fundamental review of the system of reward for the leadership group:

- **where a head teacher becomes accountable for more than one school on a temporary basis, the STPCD be amended so that the head teacher's pay is based on a head teacher group calculated either on the basis of the total number of pupils across all of the schools involved, or by determining a head teacher group that is up to two groups higher than any of the schools the head teacher would be running, whichever method produces the higher group. In such circumstances, the relevant body should determine the seven point individual school range (ISR) that will be used to determine the head teacher's salary and decide the appropriate starting point for the head teacher on that range. Where one or more of the constituent schools is a group 7 or group 8 school, the STRB recommends that the head teacher's seven point ISR be based on the group size of the largest school, uplifted by between 5% and 20% at the discretion of the relevant body. The existing discretion in paragraphs 12.2.5 and 12.2.6 of the STPCD should not apply. Safeguarding provisions should not be applicable to temporary arrangements;**
- **where a head teacher becomes accountable for more than one school on a permanent basis (ie a hard federation with a single governing body) the STPCD be amended so that the head teacher's pay is based on a head teacher group for the federation, calculated on the basis of total pupil units across all schools in the federation. In such circumstances the relevant body should determine the head teacher's seven point ISR and the appropriate starting point on that range. Where one or more of the schools in the federation is a group 7 or group 8 school, the STRB recommends that the head teacher's seven point ISR be based on the group size of the largest school in the federation, uplifted by between 5% and 20% at the discretion of the relevant body. The existing discretion in paragraphs 12.2.5 and 12.2.6 of the STPCD should continue to apply;**
- **for both temporary and permanent arrangements described above, the Department provide clear statutory guidance for the relevant body on assessing the appropriate level of uplift. This should make clear that increases approaching the maximum 20% should only be given in exceptional circumstances. Guidance should cover arrangements for ending temporary arrangements;**
- **the existing provision as specified in paragraph 52 of the STPCD (concerning additional payments) be amended to enable the relevant body(ies) to make appropriate and proportionate payments for the cost of services provided by**

one school to another and for the governing body of the providing school to decide what payment, if any, should be made to the head teacher and other staff;

- **a separate discretion be added to the STPCD to allow the relevant body to remunerate a head teacher who takes on additional responsibility and accountability for the provision of extended services on site for children and young people as part of the local authority's area plan. Where the additional responsibilities fall outside education or teaching there should be separate contracts of employment that provide for appropriate payment, given the present scope of the STPCD;**
- **the Department, in consultation with all interested parties, draw up statutory guidance on the application of paragraph 52 of the STPCD (concerning additional payments) and the separate discretion above (enabling remuneration for additional responsibilities for the provision of extended services) based upon our operating principles following paragraph 4.40; and**
- **the STPCD be amended to require the relevant body, when considering the pay range for other members of staff, to take into account and record any additional responsibilities that are placed upon them when the head teacher has:**
 - **taken on responsibility for one or more additional schools on either a temporary or permanent basis;**
 - **accepted an external role; or**
 - **taken on extra responsibility in respect of extended services; and**

the Department provide clear statutory guidance on factors for consideration in these circumstances. Safeguarding provisions should not apply to temporary adjustments to teachers' pay.

- **a future remit provide for the Review Body, in consultation with all interested parties, to consider what changes there should be to pay arrangements for the leadership group as a whole; and**
- **the Department clarify the definition and status of "executive head teacher" and, if appropriate, make any necessary adjustments to ensure that there is a firm legal basis for the role as soon as possible.**

I am grateful to the STRB for its detailed consideration of this issue and I welcome and support the recommendations for interim changes to the current STPCD in order to recognise and reward head teachers who are accountable for more than one school or for extended services as part of their local authority's area plan or who provide services to another school, whilst we continue work to improve the consistency and transparency of their remuneration. However I would welcome consultees' views on these proposals, and about introducing a limit on the discretion of the relevant body to increase head teacher's pay in the case of the very largest schools, before making a final decision. I support the STRB's view that arrangements to enable head teachers to take on additional responsibilities take account of the impact on other members of staff and where appropriate, their remuneration. I also continue to support the position that salary safeguarding should not apply to temporary adjustments to teachers' pay. I agree that pay

arrangements for the leadership group should continue to be taken forward by the STRB in the course of a future remit, and that the Department should investigate and clarify the role and legal status of the “executive head”. I believe that this work should also link with work to develop a new set of professional responsibilities for all teachers.

Special Educational Needs Allowances

The STRB has recommended that:

- **additional reward should continue to be paid to teachers working in SEN roles but that the present system of two separate and defined SEN allowances be replaced with an SEN range;**
- **the new SEN range start at or around £1,000 and that the maximum be broadly equivalent to the value of the SEN 2 allowance (currently £3,778);**
- **a working group be established to review eligibility for the new form of SEN allowance and the criteria for allocating teachers to an appropriate point on the SEN range and to consider related issues, including those highlighted in paragraph 5.46;**
- **the working group’s recommendations be referred back to the Review Body as part of a future remit; and**
- **the STPCD guidance be amended to ensure that, for an interim period pending the outcome of the working group’s review, all teachers in PRUs receive either an SEN1 allowance or additional payment of at least equivalent value with effect from September 2009.**

I am grateful to the STRB for its consideration of this issue and agree that there should continue to be additional reward for teachers of pupils with SEN, in the form of a new SEN range. I also welcome the recommendation that further work should now be done to establish the criteria for making those payments, and would appreciate consultees’ views on the nature of the criteria. I will refer the outcomes of this work to the STRB in a future remit. I appreciate the Review Body’s consideration of the reward for teachers in alternative provision and am minded to return to that as part of the further work on criteria, and not pre-empt that work at this stage.

Excellent Teachers

The STRB has recommended that:

- **there be four pay bands for holders of Excellent Teacher posts; the minima should be 8% above U3 in the relevant school and the maxima should be equal to the new minima plus the value of the maximum TLR1; and**
- **once the findings of the review of the ETS are known the matter be referred back to the Review Body as part of a future remit.**

I am grateful to the STRB for its consideration of this issue and intend to accept these recommendations in full.