



School Teachers' Pay Review Body's 27th Report ATL & NUT Response

ATL and NUT are submitting this response in addition to the joint submission with ASCL, NAHT, UCAC and Voice.

1. ATL and NUT believe that the STRB's 27th Report is a very clear warning to the Government that the real terms cuts in pay over recent years have had a damaging impact on the ability of schools to recruit and retain teachers, and that continuation with the public sector pay cap will make things worse. The Review Body is clear that the pressures faced by schools in attracting high quality teachers remain. Without enough motivated and engaged teachers pupils' learning will suffer. The Government must listen to the warnings in the Report that there is a 'real risk' of this happening and ensure that the next remit gives the Review Body genuine flexibility and independence to make appropriate recommendations.

2. The Government is not being straight with the public when it states that it will abide by the recommendations of the Review Bodies in setting public sector pay. The Review Bodies' hands have been tied by the Treasury, which has continued to impose the 1% pay cap on public sector pay. The Government must remove this pay cap and allow the Review Bodies genuine freedom to recommend the increases that the evidence shows are necessary to ensure the continued supply of quality teachers.

3. Public sector workers, including teachers, are not overpaid. It is clear that the pay cap is contributing to the shortage of teachers and this is having a detrimental impact on pupils' education. The Government must do whatever it can to ensure that there are sufficient teachers to meet the existing and projected needs. Increasing teachers' pay is a way of showing the profession that they are valued and may help to slow the rate of leavers, tempt some back and encourage others to join. Pay is an immediate signal that the Government can send but it must also redouble its efforts to reduce workload and the drivers that cause it and invest in CPD so that teachers can see a career ahead of them.

Pay uplift

4. We recognise that the 27th Report was submitted to the Government in April 2017, before the election and the recent debate about lifting the public sector pay cap. With the public sector pay cap still in place the Review Body clearly felt that there was little it could do but recommend a 1% uplift across most of the pay structure - the absolute minimum that teachers expected - while recommending a 2% uplift to the Main Pay Range. Schools must now be given adequate funding to ensure that every eligible teacher receives the relevant increase.

5. These uplifts will however be looked at with derision by teachers as workloads increase whilst the cost of living accelerates. Many will be demoralised that their efforts are being ignored by the Government. The STRB has concluded that teachers continue to be paid less than other graduate professions throughout their whole career and recognise that this is making it difficult for schools to recruit (para 5.8) but this is not reflected in its recommendations.

Main pay range

6. The Review Body's analysis is that average starting salaries remain considerably lower for teaching than other graduate professions (page ix). The 2% increase to the minimum and maximum of the main pay range will do very little to address the decline in the standing of teachers' pay compared to other graduate professions – it is necessary but not sufficient. Analysis from XpertHR, Labour Research and others suggests that the median pay award across the economy is also 2%, so even the enhanced increase on the main scale will do little more than prevent teachers' pay falling further behind.

Pay flexibilities

7. We disagree with the Review Body that 'more needs to be done to embed the pay reforms across the school system'. (para 5.21) Schools did not and do not want these flexibilities. We remain strongly of the view that performance related progression is unworkable in schools. The PRP experiment has failed and the Government must end it.

8. We note the focus in the STRB report on governing body discretion on pay. We regard this approach as unhelpful and indeed the worsening picture on teacher supply follows the expansion of pay discretion and the break-up of the national pay scales. Clearly, the discretionary approach is not working. Also, it contradicts the logic of the STRB's own analysis, which notes that cuts to pay have caused teacher supply problems. The discretionary approach simply forces schools to deal with the recruitment and retention problems, instead of seeking to secure appropriate solutions as the STRB and the Government should be doing.

9. The Government must make a clear distinction between progression and pay uplifts. The annual pay uplift to pay ranges, and annual pay increase for individual teachers, is essential to ensure that the salaries of the whole profession and each individual teacher remains competitive with other graduate professions. The Review Body has concluded that teachers at all stages of their career are paid less than other graduate professions and this needs to be addressed urgently. The latest joint NUT/ATL survey of our members' pay progression, for September 2016, showed an increase in the proportion of eligible respondents denied progression. In order to support teacher recruitment and retention, mandatory cost of living pay increases for individual teacher pay points should be prescribed in the STPCD in line with the increase in the minima and maxima of the pay ranges and allowances.

10. Pay progression, which we continue to believe should take place on a nationally agreed pay scale, ensures that teachers are rewarded for gaining experience through their career and should not be conflated with a cost of living increase.

Funding

11. It is essential that the pay uplift and consequential pay increases for all individual teachers are fully funded by the Government.

12. The calculations published on the School Cuts website showed that under the Conservative Party's manifesto plans for school funding, schools faced a loss of £11.6 billion in real terms between 2015/16 and 2021/22. The extra £1.6 billion now pledged by the Secretary of State is not sufficient to make up this loss. Although the Government has said that it will ensure that no school faces losing funding in cash terms, inflation will mean that in fact most schools will be significantly worse off in real terms.

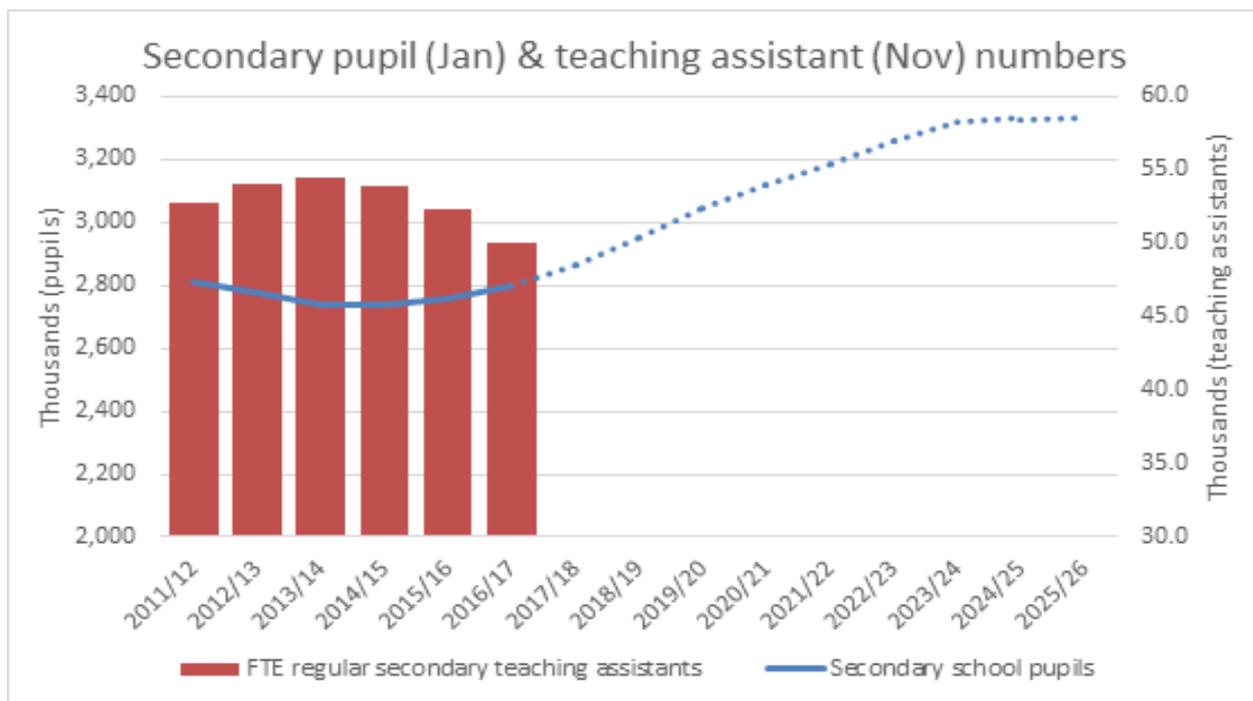
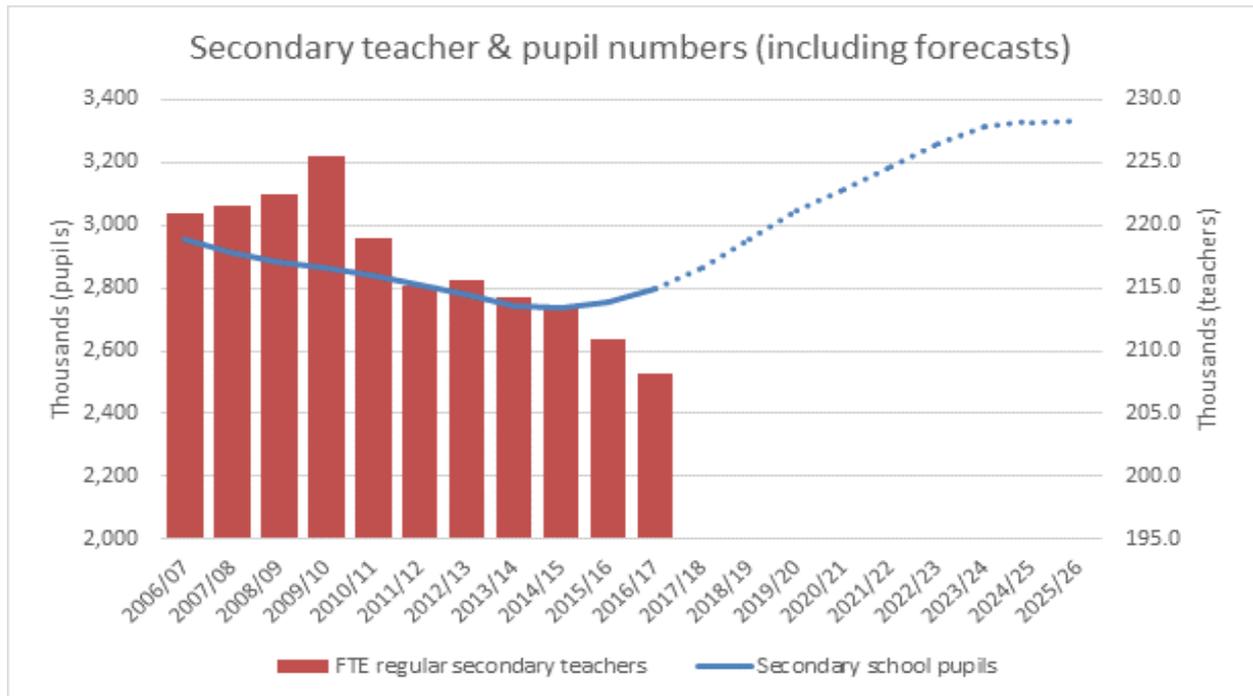
13. The General Election showed that education funding is hugely important to voters. As the reality of the cuts continues to bite, parents will not remain silent when schools are forced to continue making cuts in resources, curriculum choices and activities for students and in teaching and support staff posts.

Recruitment

14. Recent Education Policy Institute (EPI) research highlighted a 3% decrease in postgraduate ITE applications up to June and stated that this 'signals that recruitment challenges are continuing'. The EPI noted that the DfE has increased this year's targets by 6% despite planning on an increase in the pupil:teacher ratio from 14.5 to 16.0 over the next decade and the number of retirements from the profession at historic lows.¹

15. The graphs below show that urgent action is needed to reverse the trend in falling teacher and support staff numbers at a time when forecasts show an increase in pupil numbers. Teachers and parents recognise and value the vital role that teaching assistants play in the classroom. Removing the valuable resource of teaching assistants will increase the workload of teachers. The Government must ensure that schools have sufficient funding to meet the STRB's pay recommendations for all staff while maintaining the support for pupils.

¹ [Education Policy Institute, The challenge of navigating teacher recruitment, pay and curriculum choices, July 2017](#)



Sources: [National pupil projections: July 2017](#); [School workforce in England: November 2016](#)

16. ATL and NUT are concerned that the burden of ensuring that these recommendations are met has been placed on schools to fund from their existing budgets. We know that schools are already struggling financially and this will just place additional pressure on them. Recruitment and retention into leadership roles is not helped by forcing leaders to make impossible choices with limited budgets.

17. Teachers will rightly have the expectation that they will see this increase in their pay packets from September.

Bursaries

18. The DfE has stated that increasing bursaries by £1,000 can increase the applications to ITE by 2.6%. The EPI has calculated that 'the marginal cost per additional trainee of a £1,000 increase in bursaries could be as high as £60,000 for some subjects' as the additional bursary also has to be paid to those who had already decided to enrol.²

19. NUT and ATL have long advocated the repayment of student loans for teachers as a more cost-effective approach and an aid to retention. Student loan forgiveness has gained more popularity during and following the election. We understand that the DfE plans to bring forward proposals in this area and we look forward to discussing them.

20. We believe that there will be an adverse impact on applicants to ITE by the increase in tuition fees to £9,250. Statistics have already shown a fall in the number of applications for university next year. Government should consult on ways of ensuring that financial incentives to trainee teachers are effective and value for money.

Future remit

21. ATL and NUT do not believe that this is the time for a further review of the national pay and allowances framework for classroom teachers, unless the declared intention was to reverse the changes imposed since 2010 which have led to uncertainty, lower rates of pay progression and removal of the right to a mandatory annual cost of living pay increase. Any proposal for further changes to the framework will introduce uncertainty, which is unlikely to support recruitment or retention. The additional workload that would be imposed on school leaders as a result of changes to the pay framework would also be a risk.

22. NUT and ATL believe that now is the time for the Review Body to address the losses that teachers have suffered since 2010 and, as we said in our evidence, prepare and share a clear road map to bring pay back to levels which will enable schools to recruit and retain teachers.

² [Education Policy Institute, The challenge of navigating teacher recruitment, pay and curriculum choices, July 2017](#)