

Executive Member Decision



REPORT OF: Executive Member for Children, Young People and Education

LEAD OFFICERS: Executive Member for Finance & Governance
Director of Children's Services & Education
Director of HR Legal & Governance

DATE: Friday, 23 October 2020

PORTFOLIO(S) AFFECTED: Children, Young People and Education

WARD/S AFFECTED: (All Wards);

SUBJECT:

Teachers Pay Award 2020

1. EXECUTIVE SUMMARY

The Pay Policy for Teachers has been revised in line with the School Teachers' Pay and Conditions Document (STPCD) September 2020.

2. RECOMMENDATIONS

The Executive Member for Children Young People and Education and the Executive Member for Finance and Governance are asked to approve the 2020/2021 Pay Policy for Teachers.

3. BACKGROUND

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The Department for Education (DfE) published the final 2020 School Teachers' Pay and Conditions Document (STPCD). The national changes are primarily amendments to pay based on

- Minimum of the MPR is increased by 5.5 per cent.
- Maximum of the MPR and the minima and maxima of all other pay and allowance ranges for teachers and school leaders are uplifted by 2.75 per cent.
- These uplifts apply to all four regional pay bands.
- Advisory pay points are reintroduced on the MPR and UPR from September 2020.

As in previous years the Local Authority has made the local decision to apply the increase across the whole scale and not just to the statutory minima and maxima of all pay ranges and allowances (Appendix 1 of the Pay Policy for Teachers). This has been approved by Trade Unions through the Schools' Policy Development Group Meeting (SPDG) and Local Joint Negotiating Consultative Committee (LJNCC), and is subject to adoption by Governing Bodies following Executive Member sign off.

4. KEY ISSUES & RISKS

NA

5. POLICY IMPLICATIONS

NA

6. FINANCIAL IMPLICATIONS

As in previous years the Local Authority has made the local decision to apply the recommended increase across the whole scale and not just to the statutory minima and maxima of all pay ranges and allowances

Whilst this will be a welcome decision for Teachers' the LA is mindful of continued budget pressures on our Schools' and as such acknowledge that this is not a decision that we may be able to recommend/support in future years.

7. LEGAL IMPLICATIONS

The STPCD 2020 has retrospective effect from 1st September 2020 in accordance with the School Teachers' Pay and Conditions (England) Order 2020. When pay decisions are made, any pay increases awarded to a teacher (including pay up-lifts) will be back-dated to 1 September 2020 (as noted in the STPCD).

Unlike previous STPCDs, BwD's previous Teachers' Pay policies provided schools with suggested pay scales across the various pay ranges. Now, the STPCD 2020 has introduced advisory pay points for the main and upper pay ranges. Although this is advisory not mandatory, our suggested pay scales for the main and upper pay ranges in BwD's 2020 Teacher's pay policy match the pay points set out in the STPCD 2020.

8. RESOURCE IMPLICATIONS

For those schools who purchase payroll services from Blackburn with Darwen Borough Council, if agreement for all schools is received the pay award will be applied in November 2020 and backdated to 1st September 2020.

9. EQUALITY AND HEALTH IMPLICATIONS

Please select one of the options below.

Option 1 ☒ Equality Impact Assessment (EIA) not required – the EIA checklist has been completed.

Option 2 ☐ In determining this matter the Executive Member needs to consider the EIA associated with this item in advance of making the decision.

10. CONSULTATIONS

This has been approved by Trade Unions through the Schools' Policy Development Group Meeting (SPDG) and Local Joint Negotiating Consultative Committee (LJNCC) in October 2020 and is subject to adoption by Governing Bodies following Executive Member sign off.

11. STATEMENT OF COMPLIANCE

The recommendations are made further to advice from the Monitoring Officer and the Section 151 Officer has confirmed that they do not incur unlawful expenditure. They are also compliant with equality legislation and an equality analysis and impact assessment has been considered. The recommendations reflect the core principles of good governance set out in the Council's Code of Corporate Governance.

12. DECLARATION OF INTEREST

All Declarations of Interest of any Executive Member consulted and note of any dispensation granted by the Chief Executive will be recorded in the Summary of Decisions published.

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DATE:	14/10/20
BACKGROUND PAPER:	