

EXECUTIVE BOARD DECISION



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

LEAD OFFICERS: Strategic Director of Children's & Education (DCS)

DATE: Thursday, 9 December 2021

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

WARD/S AFFECTED: (All Wards);

KEY DECISION: Y

SUBJECT:

EB Teacher's Pay Policy 2021-22

1. EXECUTIVE SUMMARY

The School Teacher's Pay and Conditions Document 2021 ("the STPCD") has been issued, and therefore Blackburn with Darwen Borough Council's Teachers' Pay Policy has been updated as required to implement the new STPCD. This policy (attached as Appendix 3) also includes the two other appendices attached to this paper (Appendix 1 is Payscales for 2021-22 and Appendix 2 is the Process Flowchart).

2. RECOMMENDATIONS

That the Executive Board approve the Teachers' Pay Policy for 2021-22

3. BACKGROUND

Maintained schools and Local Authorities must comply with the statutory requirements for teachers' pay and conditions set out in the STPCD annually, and must also have regard to the statutory guidance issued within the STPCD. The Local Authority and maintained schools in Blackburn with Darwen should adopt this updated policy which takes into account the 2021 STPCD. It is also commended to all other schools in the borough.

The STPCD 2021 makes provision for the September 2021 pay award, introduces an advisory pay point structure for the unqualified teacher pay range, and reflects the change to the hours and days teachers must be available to work in the 2021-22 academic year as a result of the additional Bank Holiday on Friday 3rd June 2021 to mark the Queen's Platinum Jubilee.

4. KEY ISSUES & RISKS

Failure to adopt the Teachers' Pay Policy 2021 could lead employers to breach the statutory requirements mandated by the STPCD 2021 and lead to school staff not be treated correctly in relation to the additional bank holiday that will occur in June 2022.

5. POLICY IMPLICATIONS

6. FINANCIAL IMPLICATIONS

The STPCD gives an increase of £250 for 3 scale points (on the unqualified teachers' pay scale) and the inclusion of an additional bank holiday for all school staff. As usual, staff who are not yet at the top of their respective scales may progress further up their pay scale or move to a higher pay scale as a result of pay decisions following this Appraisal round. The cost of the changes to the Pay Policy will be funded by Schools from within their own funding allocations.

7. LEGAL IMPLICATIONS

The STPCD 2021 has retrospective effect from 1st September 2021 in accordance with the School Teachers' Pay and Conditions (England) Order 2021. When pay decisions are made, any pay increases awarded to teachers will be backdated to 1st September 2021 (as noted in the STPCD). This STPCD has maintained the advisory pay points (introduced last year) for the main and upper pay scales and introduced them for the unqualified teachers' pay scale also.

In addition, the STPCD specifically amends the number of days/hours teachers are required to work in the 2021-22 academic year. This is to ensure that irrespective of when school take their half-term break during the summer term in 2022, teachers will still effectively receive the additional bank holiday which is due to occur in June 2022 to mark the Queen's Platinum Jubilee in 2022.

8. RESOURCE IMPLICATIONS

For those schools who purchase payroll services from Blackburn with Darwen Borough Council, any movement up pay scales following the 2021 appraisal round will be applied in January 2022 (following approval of this report by Executive Board) and backdated to 1st September 2021.

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.

Option 3 ☐ In determining this matter the Executive Board Members need to consider the EIA associated with this item in advance of making the decision.

10. CONSULTATIONS

This policy has been approved by Trade Unions through the Schools' Policy Development Group Meeting (SPDG) and Local Joint Negotiating Consultative Committee (LJNCC) for Schools in autumn 2021 and is subject to adoption by Governing Bodies following Executive Board approval,

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 on the day following the meeting.

CONTACT OFFICER:	Gillian Shaw, , gillian.shaw@blackburn.gov.uk
DATE:	3/11/21
BACKGROUND PAPER:	Appendix 1 – Payscales 2021-22 Appendix 2 – appeals process flowchart Appendix 3 – Blackburn with Darwen Teachers’ Pay Policy 2021