



EXECUTIVE BOARD DECISION

REPORT OF:	Executive Member for Children, Young People and Education
LEAD OFFICERS:	Strategic Director of Children's & Education (DCS)
DATE:	Thursday, 8 December 2022

PORTFOLIO/S AFFECTED: Children, Young People and Education

WARD/S AFFECTED: (All Wards);

KEY DECISION: Y

SUBJECT: EB Teacher's Pay Policy 2022-23

1. EXECUTIVE SUMMARY

The School Teacher's Pay and Conditions Document 2022 ("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 1) also includes the two other appendices attached to this paper (Appendix 2 is Payscales for 2022-23 and Appendix 3 is the Process Flowchart).

An amendment to holiday allowances to be made due to the Queen's Funeral on 19th September 2022 and the King's Coronation in May 2023

2. RECOMMENDATIONS

That the Executive Board note the contents of the Teachers' Pay Policy for 2022-23.

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 2022 STPCD. It is also commended to all other schools in the borough.

4. KEY ISSUES & RISKS

Failure to adopt the Teachers' Pay Policy 2022 could lead employers to breach the statutory requirements mandated by the STPCD 2022

5. POLICY IMPLICATIONS

Adopting this policy will keep BwD in line with the STPCD 2022.

6. FINANCIAL IMPLICATIONS

The STPCD gives a nationally agreed increase of 5% for all scale points. The Government will not be funding this pay award. The award will be paid to Teachers in December 2022 salaries.

7. LEGAL IMPLICATIONS

The STPCD 2022 has retrospective effect from 1st September 2022 in accordance with the School Teachers' Pay and Conditions (England) Order 2022. When pay decisions are made, any pay increases awarded to teachers will be backdated to 1st September 2022 (as noted in the STPCD).

8. RESOURCE IMPLICATIONS

For those schools who purchase payroll services from Blackburn with Darwen Borough Council, any movement up pay scales following the 2022 appraisal round will be applied in January 2023 (following the noting of this report by Executive Board) and backdated to 1st September 2022.

9. EQUALITY AND HEALTH IMPLICATIONS

Please select one of the options below. Where appropriate please include the hyperlink to the EIA.

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. (*insert EIA link here*)

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. (*insert EIA attachment*)

10. CONSULTATIONS

This policy wording 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 2022 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.

VERSION:	1
CONTACT OFFICER:	Gillian Shaw
DATE:	2/11/2022
BACKGROUND PAPER:	