



# EXECUTIVE MEMBER DECISION

<b>REPORT OF:</b>	Executive Member for Children, Young People and Education
<b>LEAD OFFICERS:</b>	Strategic Director of Children & Education (DCS)
<b>DATE:</b>	Thursday, 9 November 2023

<b>PORTFOLIO/S AFFECTED:</b>	Children, Young People and Education
<b>WARD/S AFFECTED:</b>	(All Wards);
<b>KEY DECISION:</b>	Y

**SUBJECT: EB Teacher's Pay Policy 2023-24**

## 1. EXECUTIVE SUMMARY

The School Teacher's Pay and Conditions Document 2023 ("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 the Process Flowchart and Appendix 3 is the Payscale for 2023-24).

## 2. RECOMMENDATIONS

That the Executive Member endorse the contents of the Teachers' Pay Policy for 2023-24.

## 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 2023 STPCD. It is also commended to all other schools in the borough.

## 4. KEY ISSUES & RISKS

Failure to adopt the Teachers' Pay Policy 2023 could lead employers to breach the statutory requirements mandated by the STPCD 2023.

## 5. POLICY IMPLICATIONS

Adopting this policy will keep BwD in line with the STPCD 2023.

## 6. FINANCIAL IMPLICATIONS

In line with the recommendations in the STRB's 33rd Report, from 1 September 2023 a 6.5% increase will be applied to all pay and allowance ranges and advisory points, with higher increases to some parts of the Main Pay Range to achieve a minimum starting salary of £30,000.

All pay uplifts will be back dated to 1 September 2023 of 6.5% for all scale points.

The Government expected schools to budget 3.5% pay increase from their original budget allocation for 2023/24 following the outcome of the pay offer the Government issued a Teachers Pay Additional Grant which will be funding the additional 3% of this pay award.

The award will be paid to Teachers in November if time permits alternatively it would be December salaries.

## 7. LEGAL IMPLICATIONS

The STPCD 2023 has retrospective effect from 1<sup>st</sup> September 2023 in accordance with the School Teachers' Pay and Conditions (England) Order 2023. When pay decisions are made, any pay increases awarded to teachers will be backdated to 1<sup>st</sup> September 2023 (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 2023 appraisal round may be applied at a later date in order to prioritise the payment of the pay award.

## 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 2023 and is subject to adoption by Governing Bodies following Executive Member 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.

<b>VERSION:</b>	<b>1</b>
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<b>CONTACT OFFICER:</b>	<b>Gillian Shaw</b>
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<b>DATE:</b>	<b>23/10/23</b>
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<b>BACKGROUND PAPER:</b>	
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