



EXECUTIVE MEMBER DECISION

REPORT OF:	Executive Member for Resources Executive Member for Schools and Education
LEAD OFFICERS:	Director of HR, Legal and Corporate Services Director of Children's Services
DATE:	Thursday 27th September 2018

PORTFOLIO/S AFFECTED:	Schools and Education
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WARD/S AFFECTED:	All
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SUBJECT: Pay Policy for Teachers

1. EXECUTIVE SUMMARY

The Executive Member for Resources and the Executive Member for Schools and Education are asked to approve the revised Local Authority Pay Policy for Teachers 2018.

2. RECOMMENDATIONS

That the Executive Member for Resources and the Executive Member for Education approve the revised Local Authority Pay Policy for Teachers 2018

3. BACKGROUND

The Pay Policy for Teachers has been amended in places following some suggested changes from legal to ensure that the policy is crystal clear in line with the national guidance and best practice, and to incorporate changes from the School Teachers' Pay and Conditions Document 2018.

The main change to the School Teachers' Pay and Conditions Document for September 2018 relate to the Teachers Pay Award which is an Appendix to the policy.

The national guidance from the Secretary of State implements the following changes from 1st September 2018:

- 3.5% to the minimum and maximum of the unqualified pay range and main pay range.
- 2% to the minimum and maximum of the upper pay range, leading practitioner range and all allowances.
- 1.5% to the minimum and maximum of the leadership pay range.

A local decision has been made over and above the national guidance from the Secretary of State to award the percentage increase for each of the pay ranges to all pay points across the range (Not just the minimum and maximum).

In terms of the Local Government Association tables for the Main Pay Range for 2018, as a local

decision was made to increase MPR by a uniform 2% across the pay scale in 2017, in our revised policy for 2018 we have followed Option B M6B.

4. KEY ISSUES & RISKS

A local decision has been made over and above the national guidance from the Secretary of State to award the percentage increase for each of the pay ranges to all points across the range (Not just the minimum and maximum). This has been custom and practice in Blackburn with Darwen for the last few years.

5. POLICY IMPLICATIONS

None

6. FINANCIAL IMPLICATIONS

Schools whose pay policies use the points on the pay ranges (set out in Appendix 1) as part of their decision making on pay progression will need to budget for potential increases of 3.5% for all teachers on the unqualified and main pay range, 2% for all teachers on the UPS and LP ranges and all allowances and 1.5% for all teachers on the leadership pay range – not just those on the minimum points on those scales. Pay Committees may also award enhanced pay progression, which will also impact on the School's budget.

The national guidance included information regarding the Teachers' pay grant covering the 2018/2019 and 2019/2020 financial years. The additional funding will be allocated to schools based on pupil numbers and it is expected that the grant will be sufficient to cover the additional staffing expenses for the majority of schools.

7. LEGAL IMPLICATIONS

The STPCD 2018 has retrospective effect from 1st September 2018 (in accordance with the School Teacher's Pay and Conditions Order 2018). When pay decisions are made, all pay up-lifts will be back-dated to 1 September 2018 (as noted in the STPCD 2018).

8. RESOURCE IMPLICATIONS

None

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

A number of Key stakeholders have been consulted along with the recognised Trade Unions via the Schools' Policy Development Group. The Policy has also been formally approved at the Local Joint Negotiating Consultative Committee (LJNCC).

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 and published if applicable.

None

VERSION:	7.0
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CONTACT OFFICER:	Sally-Ann Wolstenholme
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DATE:	27 th September 2018
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BACKGROUND PAPER:	Pay Policy for Teachers
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