

EXECUTIVE MEMBER DECISION



REPORT OF:	Executive Member for Children's Young People and Education Executive Member for Finance and Governance
LEAD OFFICERS:	Director of Children's Young People and Education Director of Finance and Customer Services
DATE:	Friday 1 November 2019

PORTFOLIO/S AFFECTED:

WARD/S AFFECTED: All

SUBJECT: Pay Policy for Teachers – 2019/2020

1. EXECUTIVE SUMMARY

The Pay Policy for Teachers has been revised in line with the School Teachers' Pay and Conditions Document (STPCD) September 2019.

2. RECOMMENDATIONS

The Executive Member for Young People and Education and the Executive Member for Finance and Governance are asked to approve the 2019/2020 Pay Policy for Teachers.

3. BACKGROUND

The Department for Education (DfE) published the final 2019 School Teachers' Pay and Conditions Document (STPCD) at the end of September. The national changes are primarily amendments to pay based on a 2.75% uplift applied to the statutory minima and maxima of all pay ranges and allowances effective from 1st September 2019.

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 (for use by their Pay Committees) following Executive Member sign off.

4. KEY ISSUES & RISKS

N/A

5. POLICY IMPLICATIONS

N/A

6. FINANCIAL IMPLICATIONS

As in previous years the Local Authority has made the local decision to apply the 2.75% increase across the whole scale and not just to the statutory minima and maxima of all pay ranges and allowances. 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 these potential increases for all teachers, not just those on the minimum points on those scales. (Any award of enhanced pay progression by a school's Pay Committee will also impact on the school's budget).

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. However, we acknowledge that individual pay decisions for all teachers are a matter for the Pay Committee of each school who are tasked with making annual pay decisions for staff.

7. LEGAL IMPLICATIONS

The STPCD 2019 has retrospective effect from 1st September 2019 in accordance with the School Teachers' Pay and Conditions (England) Order 2019. When pay decisions are made, any pay increases awarded to a teacher (including pay up-lifts) will be back-dated to 1 September 2019 (as noted in the STPCD 2019).

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 2019 and backdated to 1st September 2019.

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 has been approved by Trade Unions through the Schools' Policy Development Group Meeting (SPDG) and Local Joint Negotiating Consultative Committee (LJNCC) on Wednesday 9th October 2019 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 and published if applicable.

N/A

VERSION:	7.0
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CONTACT OFFICER:	Gillian Shaw – Lead HR Consultant
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DATE:	11/10/2019
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BACKGROUND PAPER:	Pay Policy for Teachers 2019
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