

REPORT FOR NAHT CYMRU SUBMISSION TO MINISTER FOR EDUCATION IN RESPONSE TO PAY OFFER 2020-21

Context

Following publication of the latest report of the Independent Welsh Pay Review Body (IWPRB), and the Minister for Education's proposed pay offer for 2020-21, NAHT Cymru sought to consult all serving members on their views on the recommendations contained therein.

The recommendations of the IWPRB to the Minister for Education are as follows:

R1

We recommend the removal of M1 from the MPR, such that the new MPR consists of statutory minimum and maximum, with three advisory points in between.

We recommend that the statutory minimum of the MPR be set at £27,018. We recommend that the statutory maximum of the MPR be set at £37,320, an increase of 3.75% on 2019-2020. We recommend that the three advisory pay points in between are also increased by 3.75% as detailed in the revised pay scale at Appendix D.

We recommend that the statutory minimum and maximum of the UPR, and all advisory pay points in between, are increased by 2.75%.

We recommend that the statutory minimum and maximum of all other pay ranges and all advisory points in between, are increased by 2.5%. We recommend that all allowances are increased by 2.5%.

R2

We recommend that national statutory pay scales are reintroduced from September 2020 and are articulated in the STPC(W)D.

The statutory pay points within each pay range would replace the advisory pay points, with the exception of the MPR, which through Recommendation 1 would reduce to five pay points.

We recommend that at the point of implementation, any teacher whose salary following the pay award does not exactly correspond to a point on the new statutory scale, should be assimilated at the next highest statutory scale point.

We recommend, should it not be possible to make the necessary statutory arrangements by September 2020, that national pay scales should be voluntarily adopted by local authorities and schools at the revised levels, prior to statutory implementation (see Appendix D). xiii

R3

We recommend that performance is no longer used as a criterion for assessing salaries within pay ranges, and that teachers move up one point of their newly introduced national pay ranges, excepting where teachers are subject to formal capability procedures. This should be implemented for September 2020.

We recommend that progression from the MPR to the UPR should continue to be based on performance.

We also recommend that inconsistencies in application of the criteria should be examined and eliminated in order to achieve consistent application in all schools by September 2021.

R4

We recommend that the current flexibilities are retained for teachers and leaders for the academic year 2020-2021, and that the IWPRB gathers further evidence to inform potential recommendations for future years.

R5

We recommend that TLRs are retained in their current form for 2020-2021 and that the IWPRB carries out further work to assess how TLRs are being used across schools, and whether the current arrangements are the most appropriate.

R6

We recommend that pay portability provisions should be reintroduced as a statutory requirement in Wales from September 2021, and that relevant bodies carry out further work in order to determine their scope and nature for inclusion in the STPC(W)D.

R7

For longer-term consideration, we recommend the following areas as an outline agenda for discussion with the IWPRB and key stakeholders:

- pay ranges and movement between pay ranges, in order to reward and incentivise teachers at all stages of their careers and aspirations*
- the leadership pay range, including the position of headteachers accountable for more than one school*
- the role and pay range of leading practitioners*
- the pay ranges for unqualified teachers*
- the relationship between responsibilities, workload and pay and conditions*

Source: Independent Welsh Pay Review Body SECOND REPORT – 2020

Further to the recommendations in the report, the Minister for Education confirmed that she proposes a 2.75% pay raise for head teachers, deputy and assistant heads, unqualified teachers and leading practitioners, as well as teacher allowances - all greater than the 2.5% recommended by IWPRB.

To understand the views of our members, they were all emailed a survey which included questions to obtain quantitative and qualitative data about the potential impact on them and their schools, as it has been confirmed that the proposed increases would need to be paid for out of their own budgets, rather than being funded by Welsh Government.

Respondents:

- 90% primary school based
- 75% Head teachers
- 20% Deputy head teachers
- Representative of every LA across Wales

The high response rate painted a stark picture of the potential impact on schools across the country of these proposals and pointed to some clear, consistently strong views, which we will now share as part of our response to the Minister's announcement on the pay offer.

Additional costs

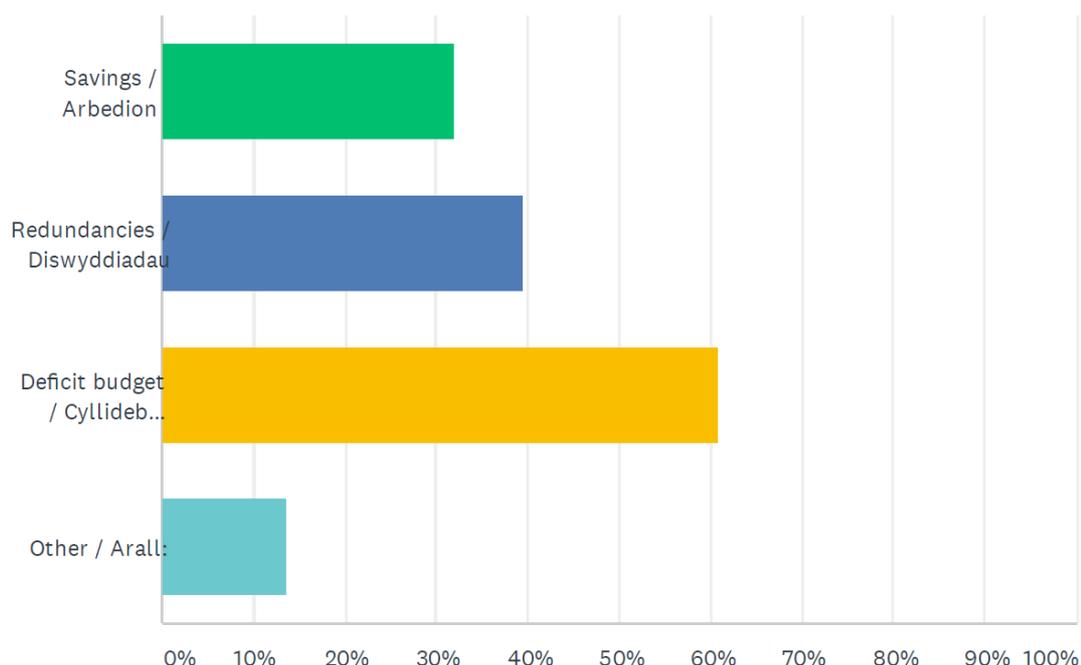
The following table shows the responses when we asked if the agreed pay rises are accepted, how much more money would need to be found from the school budget to cover them.

Additional costs	Percentage of respondents
under £5,000	8%
£5-10,000	30%
£10-20,000	35%
£20-25,000	13%
over £25,000	14%

How will the proposed increases be paid for?

Members were asked:

To enable us to assess the impact these proposed increases will have on schools, please let us know where your school will find the money from to pay for them. Tick all that apply.



Comments included:

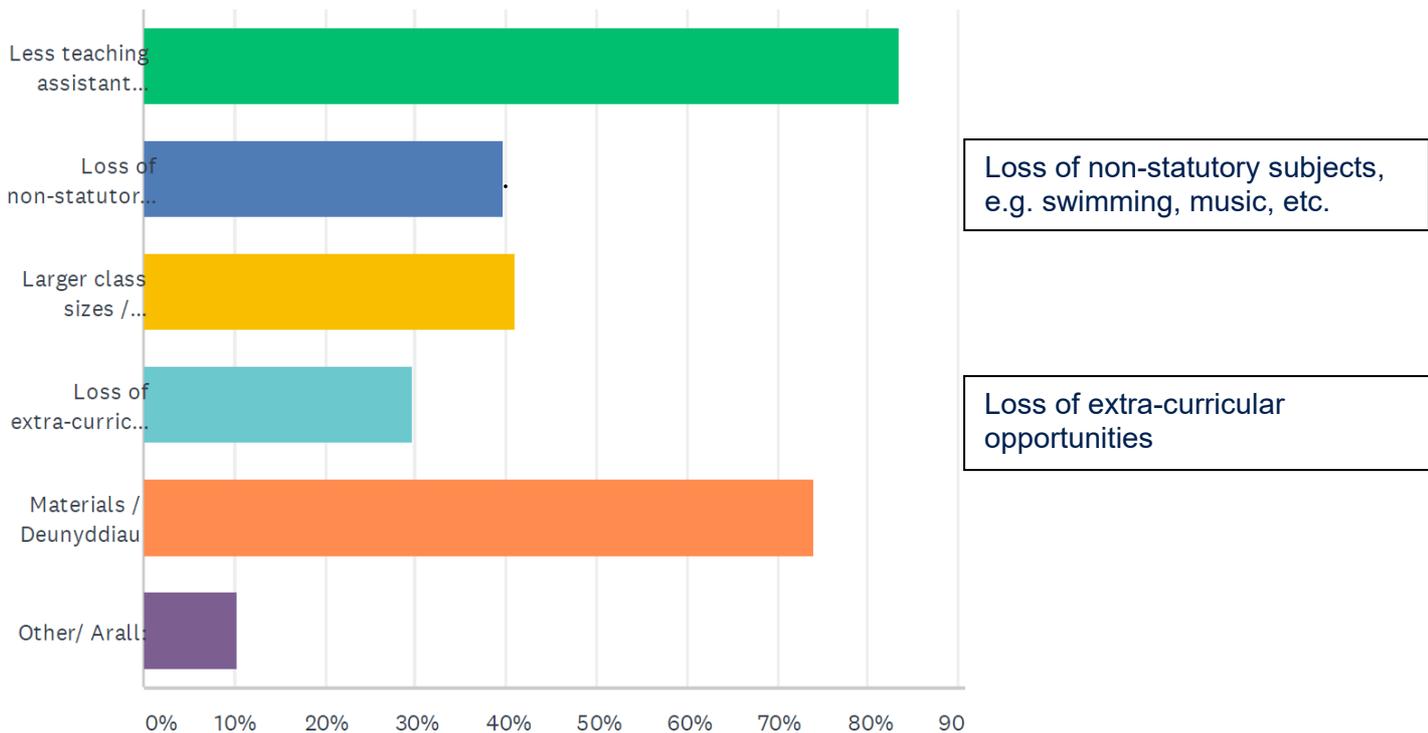
- Unsure at this stage.
- Will need to reduce funds in other areas, e.g. books, capitation etc.
- Not renewing contracts that have ended.

With the majority of respondents stating that they would have to use their deficit budget, and many stating that either redundancies or non-renewal of contracts would be the path they would have to follow in order to pay for these proposed increases, the inevitable negative impact on learners of these and other savings is not difficult to imagine, as demonstrated by the responses to the next question.

Impact on learners

Members were asked:

To enable us to assess the impact these proposed increases will have on your learners, please tick all that apply.



With 83% of schools offering less teaching assistant support, 41% of schools operating with larger classes, and 73% of schools having less to spend on materials, it would not be possible to continue to offer the same standard of education to all. This is the case, even before considering the one third of respondents who would need to reduce the extra-curricular opportunities or non-statutory subjects they are able to offer.

The comments about the impact were full of statements about the loss of enrichment activities which these increased costs would bring, particularly Forest School, educational visits and most notably, digital resources.

Comments included:

- I will be forced to increase my teaching time to cover for staff sickness/isolation/maternity/training above my current minimum of 50%.
- Shelve plans for improved environment and resources.
- A very reduced intervention programme.
- All of the above have been reduced dramatically already.
- Less emotional and mental health support for learners.

Following an extended period of time away from school and the extra workload that a return to school in these still very challenging and fluid times brings, it is difficult to see how the above examples and other obvious effects of increased staffing costs will not lower outcomes for pupils across Wales.

Impact on school leaders

“Given the continued narrowing of the gap between leadership pay and headteacher pay, we are seeing headteachers across Wales not getting the remuneration they deserve.”

This situation will be perpetuated by the proposed increases; when asked what the impact of this is in their school, an overwhelming sense of despair came through in terms of lack of recognition and appreciation for the job of a head teacher.

Comments included:

- At a time when even more responsibility is put on Heads' shoulders 24/7, it is ridiculous and disrespectful to have this variation. The post should be made as attractive as possible to ensure that it is something that teachers want to aspire to. WG need to think outside the box with regard to remuneration of Heads, even possibly considering earlier retirement.
- I am confused as to why as a HT I deserve a lower pay rise than mainstream class teachers. It does feel as though we are not valued as much.
- My budget has been so difficult to set for the past 2 years I've not taken an incremental pay rise just to balance the books.
- I just don't understand why the leadership pay scale is always an afterthought. After the last 6 months of a very stressful time, those on the leadership scale deserve at least the same as teachers.
- I am concerned that Headteachers are seen as highly paid and this year for instance there has been an expectation to work through the holidays non-stop since February. On an hourly rate I would be better off shop working on minimum wage.
- Why would anyone choose to become a Headteacher with the difference in wages between headteacher salary and deputy's & teacher on top of the scale.

The hundreds of comments received echo these sentiments of despondency and demoralisation. This all goes to strengthen the message of the risk of a crisis in terms of school leadership.

Fair or unfair?

We asked our members if they thought that, with reference to the teaching profession as a whole, the proposals were fair or unfair:

31% FAIR
55% UNFAIR

Detailed responses to this question (on both sides) reflected two clear points:

1. The varied percentage increase across the profession is unfair and does not reflect the workload and responsibility of head teachers.
2. The increases themselves may be fair, however, it is not at all fair that schools are expected to cover the costs from their own budgets.

Comments included:

- I think it's important to attract new teachers so agree that the lower rate should increase. However, the message seems to be that leaders are not worth the pay.
- The pay increases are to be welcomed in general but should be matched by additional government funding.
- Whilst I understand the need to stem the recruitment crisis in new teachers, WG need to look elsewhere to address this, rather than throw money that is not theirs at it. How about actually asking themselves the question "Is teaching in Wales an attractive profession?" I'd suggest that it isn't on the whole. The stress levels increase year on year with no signs of that abating. And WG seem increasingly adrift from reality at the chalk face. The CfW has led to increased workload and regional consortia generate huge amounts of extra demands on our time and in paperwork. Maybe if that, rather than pay rises from school budgets (ANOTHER cut) would help encourage young people in? But to award the new teachers such significantly higher percentage increases is a kick in the teeth for experienced leaders who support the creaking system imposed on us.
- The gap between highest paid teachers and leadership is closing. There will be little financial incentive to encourage people into leadership positions.
- Headteachers may ultimately be forced to justify their decision to the general public as to why they are spending budgets on salaries not school improvements.
- It is fair to ensure that quality candidates apply for teaching jobs, however when school budget cannot support this it creates a tension that is difficult for heads to resolve.

SUMMARY OF FINDINGS

Our members across Wales support pay increases across the whole profession, but with parity in percentage increase for all those from the main scale to leadership positions.

The extreme workload and responsibility of head teachers needs to be recognised – to receive a lower pay increase than their staff is demoralising, particularly considering the additional challenges our members have managed this year (and continue to navigate).

Our members feel that it is unacceptable that the proposed increases be paid for from schools' already desperately stretched budgets – they need to be funded by Welsh Government.

If schools are made to pay for these increases from their own budgets, there will be an inevitable negative impact on the educational experience and outcomes for pupils across Wales.