



FOR PUBLICATION

DERBYSHIRE COUNTY COUNCIL

APPOINTMENTS AND CONDITIONS OF SERVICE COMMITTEE

MONDAY 26TH FEBRUARY 2024

Report of the Director – People and Organisational Change

Pay Policy for Teachers employed by the Local Authority and not attached to schools

1. Purpose

- 1.1 To note the details of the nationally agreed School Teachers' Pay Award paid from 1 September 2023 and to approve the revised Teachers' Pay Policy for teachers employed by the Local Authority and not attached to schools.

2. Information and Analysis

- 2.1 The regulations governing teachers' pay and conditions of service are contained in the School Teachers Pay and Conditions Document (STPCD) which is revised by the Secretary of State annually.
- 2.2 The STPCD imposes various duties on relevant bodies in relation to the determination of teachers' pay. Any changes need to be reflected in the authority's policies for the management of teachers employed in the education support services.
- 2.3 The main changes to the Teachers Pay Policy for 2023 are listed below:
- The nationally agreed Teachers' Pay Award effective from 1 September 2023 is a 6.5% uplift to all pay and allowance ranges and advisory points with higher increases to some parts of the Main Pay Range. All pay uplifts are dated from 1 September 2023.

- The policy contains all the continuing provisions for the determination of individual salary ranges (ISR) for teachers paid on the leadership spine, payment of responsibility and special educational needs allowances, and part time teachers' pay calculation. These elements are unchanged.

2.4 The recommendation to school Governing Boards was that they adopt the same approach and agree the increase as detailed above, considering the benefits of a consistent approach across the Authority.

2.5 The policy will be made available to relevant managers and employees so that they are aware of the specific policies in relation to teachers employed by the Local Authority and not attached to schools.

2.6 The revised pay uplifts were applied in November 2023 backdated to 1 September 2023.

3. Consultation

3.1 The policy was developed with extensive consultation at SJCC with the recognised teacher trade unions and professional associations. Unfortunately, on this occasion it has not been possible to achieve a collective agreement with all the recognised professional associations and trade unions.

3.2 NASUWT could not agree the 2023-24 Derbyshire pay policy in full as the pay points are those set out in the STPCD and are therefore not compatible with the NASUWT's position of seeking a minimum 10% award this year. In all other respects, NASUWT agrees with the policy.

4. Alternative Options Considered

4.1 An alternative option would be to not implement the revised pay policy. However, this would mean that the policy adopted previously would not reflect the School Teachers Pay and Conditions Document (STPCD) 2023 and would not comply with the School Teachers' Pay and Conditions (England) Order 2023.

5. Implications

5.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

6. Background Papers

6.1 School Teachers Pay and Conditions Document 2023.

7. Appendices

7.1 Appendix 1 - Implications

7.2 Appendix 2 – Pay Policy for Teachers employed by the LA and not attached to schools.

8. Recommendation(s)

That Committee notes the details of the nationally agreed School Teachers' Pay Award payable from 1 September 2023 and approves the adoption of the revised Pay Policy for Teachers employed by the Local Authority and not attached to Schools.

9. Reasons for Recommendation(s)

9.1 The policy meets the council's obligations to review the Teachers Pay Policy to reflect changes outlined in the School Teachers Pay & Conditions Document 2023.

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Implications

Financial

- 1.1 The cost of the Teachers' Pay Award for teachers employed by the Local Authority in a central function based on the 2023/24 percentage increases outlined above, is estimated at an annual cost of £0.633m including associated pensions and national insurance costs.
- 1.2 Based on the September 2023 implementation date £0.387m additional cost is anticipated to arise in the financial year 2023/24 with a further increase of £0.276 in financial year 2024/25. Central functions employing teachers are primarily funded from the High Needs Block of the Dedicated Schools Grant. No additional funding is available to support the High Needs Block and central budgets were set at 2022/23 levels leaving this cost unfunded and needing to be met from existing budgets. The costs included in the above figures not within the Dedicated Schools Grant amount to a total of £0.004m and will be funded by traded income or other Grant funding.

1.3 Legal

- 2.1 The STPCD imposes various duties on relevant bodies in relation to the determination of teachers' pay. Any changes need to be reflected in the authority's policies for the management of teachers employed in the education support services.
- 2.2 Local authorities must abide by the statutory requirements and must have regard to the guidance issued, as a court or tribunal may take any failure to do so into account in any legal proceedings.
- 2.4 This Policy will apply to all relevant employees in accordance with their terms and conditions of employment. Therefore, the recognised trade unions have been consulted in accordance with the trade union recognition agreement.
- 2.5 The terms of reference for the Appointments and Conditions of Service Committee provide for the Committee to approve corporate employment policies and to determine terms and conditions on which staff hold office.

Human Resources

- 3.1 There has been formal consultation at Schools' Joint Consultative

Committee (SJCC) with the recognised trade unions and professional associations in relation to the proposed pay policy. Unfortunately, on this occasion it has not been possible to achieve a collective agreement with all the recognised professional associations and trade unions. NASUWT could not agree the 2023/24 Derbyshire pay policy in full as the pay points are those set out in the STPCD and are therefore not compatible with the NASUWT's position of seeking a minimum 10% award this year. In all other respects, NASUWT agrees with the policy.

Information Technology

- 4.1 There are no IT implications in applying a specific Pay Policy for Teachers employed by the Local Authority and not attached to schools.

Equalities Impact

- 5.1 An Equality Impact Assessment has been undertaken and is available upon request. The assessment determined that the provisions of the Pay Policy and the pay uplifts are compliant with the relevant provisions of anti-discrimination legislation contained in the Employment Relations Act 1999, the Equality Act 2010, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 and the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002. It is also consistent with the principles of public life – objectivity, openness, and accountability.
- 5.2 Monitoring of equalities will take place throughout the implementation of this Policy.

Corporate objectives and priorities for change

- 6.1 The Pay Policy aligns with the Council's People Strategy and People Priorities.

Other (for example, Health and Safety, Environmental Sustainability, Property and Asset Management, Risk Management and Safeguarding)

- 7.1 N/A