



**BRIEFING**

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| <b>SUBJECT:</b> School Teachers pay and Conditions Document (STPCD) 2015 |                                |
| <b>RECIPIENT(S):</b> Headteachers and Chairs of Governors                |                                |
| <b>SDBE CONTACT:</b> Atia Williams                                       | <b>DATE:</b> 16 September 2015 |

**1 INTRODUCTION**

1.1 This briefing outlines the changes to the School Teachers Pay and Conditions Document (STPCD) for 2015. The School Teachers Pay and Conditions Document 2015 has finally been published following a late consultation period which ran until 30 July 2015.

1.2 The remit from the Secretary of State for the 25<sup>th</sup> report of the School Teachers Review Body (STRB 2015) was to recommend an uplift to the pay framework for classroom teachers, unqualified teachers and school leaders in line with the Government's public sector pay policy whilst taking into account both affordability and the expected demand for teachers.

1.3 The summary of main changes since the 2014 Document are to make provision for the 2015 pay award as recommended by the School Teachers' Review Body (STRB). The 2015 Pay Award will be effective from 1 September 2015.

**2 THE DETAIL**

2.1 The recommendations per pay range are listed below.

**2.2 Main pay range**

- An uplift of 1% to the minima of the range
- An uplift of 2% to the maxima of the range. This is with a stated expectation that it would not automatically apply to all those on the top of the main pay range but would be awarded only where merited by performance. Some might receive a lower award or none.

**2.3 Upper pay, leading practitioner and unqualified teachers range**

- An uplift of 1% to the minima and maxima of the range
- Allowances in the national framework i.e. teaching and learning responsibility payments (TLRs) and special education needs (SEN) allowances will also have an uplift of 1% to the minima and maxima of the range.

**2.4 Leadership group range**

- An uplift of 1% to the minima of the overall leadership group range
- No uplift to the maxima of the overall leadership group range
- An uplift of 1% to the minima of each of the eight head teacher group pay ranges
- No uplift to the maxima of each of the eight head teacher group pay ranges

**3. SCHOOL DECISIONS**

3.1 It will be down to schools, in accordance with their pay policies, to determine how to adjust the salaries and allowances payable to individual teachers (within the bounds of the national framework) and that these decisions must take account of the individual's performance.

3.2 Therefore schools must decide whether or not the 1% pay increase will apply to teachers who are not on the minimum or maximum of their pay scale.

**3.3** The lack of an increase to the maximum values of the leadership group range and the eight Headteacher group ranges does not necessarily require the corresponding scale points to be frozen where they are not the maximum of the head's individual pay range, or where L43 is not the maximum of an assistant or deputy's individual pay range.

#### **4. FRAMEWORK FOR PAY SCALES**

**4.1** The national reference points (e.g. all of the whole pay scales) will no longer be published with the document from this September. This reflects the policy of the government to provide a framework for pay scales (e.g. minimum and maximum) but to allow schools the flexibility to set their own pay scales within this framework.

**4.2** Clearly a large number of schools still use the old pay scales (as reference points) and will want to see how the pay increase will affect the pay scales. Some of the teaching unions (ATL, NAHT, NUT, UCAC, and Voice) have jointly produced pay scales for 2015/16 based on the previous STPCD pay scale points which have been revised in line with the proposed pay increases for 2015/16. It shows how the pay increase will impact across all pay scales and allowances. Please see the link: <https://www.teachers.org.uk/files/school-teachers-pay-2015-16-pay-scale-points-national-joint-advice.pdf>

This is for information only and is entirely discretionary and serves as a reference source only. Schools should check their own pay policies to see what has been adopted by your school.