November 2022

To all Chairs of Governing Boards and Trustees

The 2022 National Joint Council (NJC) Green Book pay award was agreed on 1 November 2022. The award is for a flat rate of £1,925* per point to all NJC pay scales. (*For London authorities involved in the London Regional Agreement the flat rate is £2,229 per point for Outer London and £2,355 per point for Inner London).

This equates to 10.5% on the lowest point reducing to less than 5% on the higher published pay scales, and for some business leaders less than 3%.

The result of this is that those employed in senior support staff roles such as School Business Managers/Leaders will receive a lower pay award than teaching colleagues in senior leadership roles and also than other support staff colleagues.

School Business Leaders play a crucial role in schools and trusts, as has been particularly evident since the onset of the pandemic and now as they navigate the school funding crisis. It is incredibly unfair that they will be rewarded for this with the lowest pay award in a school or trust.

Schools and trusts are finding it increasingly difficult to recruit and retain School Business Leaders. Transferrable skills and the combination of lower salaries and lack of flexible working is causing many of our members to look for work outside of the education sector.

ASCL is calling for employers to use all means at their disposal, including honorarium payments, to go some way in addressing the unfairness and inequality of this year's pay awards.

We are recommending that where senior school support staff have received an award that equates to less than 5% that a payment is made which is at least equivalent to the difference between the flat rate and 5%.

We hope to see employers being proactive and supportive in their approach to this to help redress the unique and unfair circumstances presented by this year's pay awards.

Geoff Barton
General Secretary
Association of School and College Leaders

Evelyn Forde MBE
ASCL President 2022-23