

YOUR PAY AWARD

WHAT TO EXPECT AND NEXT STEPS

September 2024



Your Pay Award: What to expect and next steps

Click on the relevant section of the table below to find the latest situation for your role:

Jurisdiction	Group of staff	
All jurisdictions: Independent sector	Support staff and teachers	
England	Support staff:	Teachers:
	Academies (non-NJC)	Academies (non-STPCD)
	Colleges	Colleges
	Maintained schools	Maintained schools/STPCD
	Sixth form colleges	Sixth form colleges
	Soulbury Officers	
Guernsey	Support staff and teachers	
Isle of Man	Support staff	Teachers
Jersey	Teachers	
Northern Ireland	Support staff	Teachers
Wales	Support staff	Teachers

ALL JURISDICTIONS: INDEPENDENT SECTOR

Teachers* and Support Staff*

If your employer has signed a recognition agreement with ASCL, we will be negotiating with them on next year's pay award. You can contact us at employers@ascl.org.uk for more information.

If you are unsure whether your employer has a recognition agreement with ASCL, or want to know more about how to work towards getting recognition so that you can be properly represented, please email us at employers@ascl.org.uk

ENGLAND

England: Academy trusts which have opted out of the STPCD and NJC Green Book and negotiate their own pay and conditions: Teachers* and Support Staff*

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Colleges: Teachers* and Support Staff*

Pay negotiations in further education (FE) colleges usually happen on an individual employer basis, although the Association of Colleges (AoC) usually makes a pay proposal as a guide to employers. The National Joint Forum (NJF)* submitted its FE [pay claim](#) for 2024/25 on 27 March. (*The NJF comprises the AoC, UCU, Unison, NEU, Unite and GMB).

In an [update on pay talks](#) published on 21 May, David Hughes, Chief Executive, Association of Colleges, said:

"AoC met with the college staff unions on Monday 20 May to begin pay negotiations for 2024/25. There is strong agreement between employer and staff representatives on the need to improve pay in the FE sector, and AoC has been campaigning consistently for the pay gap between school and FE teachers to be eradicated.*

*"Last year, the government was able to find additional funding to ensure that the pay gap between school and college teachers did not get even wider, and we want to give them the chance to do so again this year. Therefore, we will not be making a recommendation until the STRB report has been published." (*The NJF comprises the AoC, UCU, Unison, NEU, Unite and GMB.)*

Since the publication of the STRB report and ministerial response, the AoC issued [another update](#) on 29 July 2024, stating *"The Chancellor's statement committing to meet the school teacher pay body recommendation is good news for schools. However, it is disappointing that funding was not found to allow colleges to match that award. The result is a no-change position for college finances and pay in the short-term.*

"Back in May, AoC's Employment Committee deferred its recommendation on FE college pay until the Department for Education (DfE) had confirmed its decision for schools. Today's announcement that the DfE will accepting a 5.5% increase and will be providing funding to schools makes the position for colleges difficult because FE funding rates are simply not rising enough to match that, with the 16 to 19 study programme budget the only college funding increasing at all, and only at 1.9%. That budget makes up about half of the average college income. The next meeting between FE employers and unions is in September and that looks likely to be the start of a set of difficult negotiations – with a significant gap between the pay awards colleges want to be able to offer, and the funding available."

Members should refer back to their individual employer for further information in the first instance. If your employer has signed a recognition agreement with ASCL, we will be negotiating with them on next year's pay award. You can contact us at employers@ascl.org.uk for more information.

If you are unsure whether your employer has a recognition agreement with ASCL, or want to know more about how to work towards getting recognition so that you can be represented, please email us at employers@ascl.org.uk

England: Teachers* employed under the School Teachers' Pay & Conditions Document (STPCD)

The remit for the School Teachers' Review Body (STRB)'s 34th Report was issued on 20 December. The remit covered two matters for recommendation:

- A. *The adjustments that should be made to the salary and allowance ranges for classroom teachers, unqualified teachers, and school leaders in 2024/25.*
- B. *The potential benefits and challenges, in principle, of targeting remuneration by subject in the future in order to address subject specific teacher shortages.*

Earlier this year, ASCL submitted [written evidence](#), [supplementary evidence](#) and gave oral evidence to the STRB on your behalf.

The STRB submitted its report to the then Secretary of State for Education, Gillian Keegan, on 16 May.

* In this context 'Teachers' will be defined by the relevant employer group but will usually include those employed as unqualified teachers, classroom teachers and members of the senior leader team who have teaching and learning responsibility. Equally, 'Support Staff' will be defined by the relevant employer group and will usually include school business leaders and other senior leaders who have non-teaching responsibilities such as COOs.

On 29 July, the new Secretary of State for Education, Bridget Phillipson, published the [STRB's 34th report](#) and her [response](#) to it, accepting the review body's recommendation for a 5.5% increase to all pay points and allowances. Other recommendations included the removal of the requirement for schools to use PRP. Full details of all the recommendations can be found the report.

The ten-week consultation period on the award and any changes to the School Teachers' Pay and Conditions Documents (STPCD), runs until midday on 7 October (though any award will be backdated to 1 September).

We will be responding to the consultation in due course, welcoming the 5.5% pay award for 2024/25 and reiterating that we need to see a series of above-inflation pay awards over the coming years to ensure that the real-terms cuts to teacher and school leader pay are reversed, and also compensate for the limited flexible working opportunities available in the profession.

England, Northern Ireland and Wales: Support Staff*

NJC (Green Book) Pay Award 2024/25

Pay claim

The NJC support staff unions submitted their pay claim for the period 1 April 2024 to 31 March 2025 on 29 February 2024.

The claim is for the following:

- *An increase of at least £3,000 or 10% (whichever is greater) on all spinal column points.*

In addition:

- *Reviews of the gender, ethnicity and disability pay gaps in local government.*
- *A two-hour reduction in the working week with no detriment.*
- *An additional day of annual leave for personal or wellbeing purposes (with term-time only staff also receiving a full day rather than a pro rata amount, that they can use at any time, including term time).*
- *A phased approach to reaching a minimum pay rate of £15 an hour in a maximum of two years, sooner if possible.*

You can read the full claim [here](#).

Pay offer

On 16 May, the National Employers made a full and final offer in response to the pay claim.

The Local Government Association (LGA) published details of the offer:

"A pay increase of at least £1,290, which equates to 5.77 per cent for the lowest paid, from 1 April 2024."

"For the lowest paid (currently earning £22,366 per annum), the offer means their pay will have increased by £5,323 (almost 30 per cent) over the three years since April 2021. For those on all pay points above the top of the pay spine, an offer of 2.50 per cent has been made."

The formal pay offer can be read in full [here](#).

UNISON and **Unite** consulted their members with a recommendation to [reject the employers' offer](#). **GMB** consulted without making a recommendation on whether its members should accept or reject the offer.

Unison and Unite members voted to reject the pay offer. Unison [announced](#) that it will now proceed with an industrial action ballot. The ballot is set to run from 4 September until 16 October. Unite are also balloting members for strike action, with the ballot running from 27 August to 15 October.

So, it is likely to be some time before the pay award is agreed and finalised.

Updates can be found on our website [here](#).

Sixth Form Colleges: Support Staff* (Lilac Book)

The staff side for the National Joint Council for Staff in Sixth Form Colleges is due to submit its pay claim for support staff for September 2024 shortly.

Sixth Form Colleges: Teachers* (Red Book)

The Staff Side of the National Joint Council (NJC) for Staff in Sixth Form Colleges submitted [their pay claim for teachers](#) on 14 June 2024. A summary of the proposals is as follows:

- *A minimum that is above the RPI rate of inflation from 1 September 2024 on all pay points and allowances, and that constitutes a meaningful step towards real-terms pay restoration.*
- *An additional increase from 1 September 2024 on the London allowances.*
- *Continuing joint discussions on workload and working time.*

No offer has yet been made in response to the pay claim

Soulbury Officers (Blue Book)

Pay claim

The [pay claim for the September 2024](#) pay award was submitted by the Officers' Side of the Soulbury Committee in May 2024.

The priorities of the submission are as follows:

1. *A pay increase of at least RPI inflation plus 5% on all pay points and allowances, which will begin to address the substantial real terms cuts which Soulbury employees have, like other public sector workers, suffered since 2010.*
2. *Discussions to continue on the Soulbury pay structure, the role of the Soulbury Officer and London Area Payments.*

No offer has yet been made in response to the pay claim.

GUERNSEY

Teachers* and Support Staff*

Negotiations are still underway and this section will be updated as soon as further details are known.

ISLE OF MAN

Support Staff*

In June, the Public Service Commission (PSC) made the following [offer for the 2024 pay award](#):

- *An increase of 2% for 2024/25 (backdated to 1 April 2024).*

The offer was part of a three-year pay deal of 2% each year from 2024/25 to 2026/27.

Pay talks took place in July due to the negative responses to the initial offer, **resulting in a revised offer of 3.25% being made**. This was again part of a three-year deal, with incremental decreases in the following two year, with an offer of 2.5% in 2025/26 and 2% in 2026/27.

If the inflation rate in March 2026 is 1% higher or lower than 2%, then the offer becomes void and pay talks will re-open.

Teachers*

Annual pay increases published in the STPCD will be reflected on the Isle of Man.

Additionally, in line with the Pay Policy, the unions will be submitting pay claims within four weeks of the publication of the September RPI figure (Isle of Man rate), and the draft STPCD. Pay talks between the Department for Education, Skills and Culture (DESC) and the trade unions must commence no later than four weeks after the submission of pay claims.

Once agreed, any pay awards will be backdated to 1 September.

JERSEY

Teachers*

A [three-year pay deal was agreed in February 2024](#). The details of the pay awards are as follows:

- 2024: 8% increase
- 2025: RPI (Jersey rate) + 1% (or 2%, whichever is greater)
- 2026: RPI (Jersey rate) + 1% (or 2%, whichever is greater)

NORTHERN IRELAND

Support Staff*

Teachers*

The pay dispute over the 2021/22 and 2022/23 pay awards has now been resolved. The resolution also included a pay award for 2023/24. The [details for the three years](#) are as follows:

- 2021/22: 1% increase
- 2022/23: 5% increase
- 2023/24: 4.1% increase, plus £1,000 (consolidated)

The Northern Ireland Teachers' Council (NITC) will be submitting its pay claim for 2024/25 in due course. Further updates will be provided via [ASCL's Northern Ireland member newsletter](#).

WALES

Support Staff*

Teachers*

The IWPRB submitted its 5th Report to the Cabinet Secretary for Education, Lynne Neagle, in June. The Cabinet Secretary had intended to publish the report and her response to it by 12 July. Shortly before that date, we were informed by the Welsh Government that there would be a delay to the process. The Cabinet Secretary process wrote to the trade unions on 17 July, stating that the teacher pay process has been delayed “to allow time to consider the potential implications of the new UK government and Welsh Government’s approach to pay settlements across the public sector.” The intention is to publish the pay body’s report and minister’s response after the summer holidays and then have a four-week consultation period.

Further updates will be provided as soon as the IWPRB report and Cabinet Secretary’s response are published.

Teachers* employed under the STPC(W)D

The IWPRB submitted its 5th Report to the Cabinet Secretary for Education, Lynne Neagle, in June. The remit covered six matters for recommendation:

1. *What adjustments should be made to the salary and allowance ranges for classroom teachers, unqualified teachers and school leaders, to ensure the teaching profession in Wales is promoted and rewarded to encourage recruitment and retention of high quality practitioners*
2. *Consideration of the requirement for additional guidance to that currently provided in Section 3 of the STPC(W)D*
3. *Appropriate remuneration and terms and conditions for the newly defined statutory role of Additional Learning Needs Coordinator (ALNCo) to fairly reflect roles, responsibilities, working time and workload, with particular regard to the consistency and appropriateness of awards.*
4. *Whether any other tasks should be added to the list of administrative and clerical tasks at Annex 3 of section 2 of the STPC(W)D including any requirement for the potential inclusion of specific reference to school leaders;*
5. *Leaders Conditions of Service and in particular the consideration of if introducing guaranteed working hours (or limits on) as well as protected holiday entitlement and weekends for leaders be included in the STPC(W)D.*

Teachers Conditions of Service and in particular reviewing guaranteed working hours (or limits on) as well as protected holiday entitlement and weekends be revised in the STPC(W)D.

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Further updates will be provided as soon as the IWPRB report and Cabinet Secretary’s response are published.



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