

Minister for Education's Response to the Independent Welsh Pay Review Body (IWPRB) 2nd Report

Response of the Association of School and College Leaders

Introduction

1. The Association of School and College Leaders (ASCL) represents over 20,000 education system leaders, heads, principals, deputies, vice-principals, assistant heads, business managers and other senior staff of state-funded and independent schools and colleges throughout the UK. ASCL members are responsible for the education of more than four million young people in more than 90 per cent of the secondary and tertiary phases, and in an increasing proportion of the primary phase. ASCL Cymru represents school leaders in more than 90 per cent of the secondary schools in Wales. This places the association in a strong position to consider this issue from the viewpoint of the leaders of schools and colleges of all types.
2. ASCL welcomes the opportunity to make a written response to the Government's proposals following the Independent Welsh Pay Review Body's (IWPRB) recommendations to the 2nd Remit.

Matter for recommendation

What adjustments should be made to the salary and allowance scales 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.

Pay Award

3. ASCL welcomes the recommendations¹ made by the IWPRB in their 2nd Report. However, we remain disappointed that these did not go far enough to address the severe retention crisis that the profession in Wales is facing, or to repair the erosion of pay since 2010, particularly for experienced teachers and school leaders.
4. In our evidence we stated that we did not support a differentiated award, a view which was shared by the majority of consultees. Whilst we welcome the increase to starting salaries, we firmly believe that the equivalent of this increase should have been applied to all pay ranges and allowances.
5. The minimum of the main pay range has received increases totalling 16.98 per cent over the last three years, compared with just 7 - 7.5 per cent for the pay ranges of school leaders and experienced teachers respectively. This does nothing to address the recruitment and retention of these teachers.

¹ [IWPRB 2nd Report, 2020](#)

6. ASCL acknowledges and welcomes the Minister's decision to increase the IWPRB's recommendation of a 2.5 per cent uplift to 2.75 per cent for the pay ranges for school leadership, unqualified teachers and leading practitioners, but this did not go far enough. We call on the Minister to reconsider her response to the report and to further uplift the pay award to other pay ranges.
7. Furthermore, we must highlight that the information in the draft STPC(W)D relating to the pay award for September 2020, section vi on page 9 is incorrect.²
8. The Document states: *In accordance with their own pay policy, schools should ensure a 2.5% uplift across interim pay points of the leading practitioner pay range and teacher allowances to match the uplift to the national framework in making individual pay progression decisions.*
9. This is not in line with the Minister's response to the recommendations which states: *However, I propose to go further than recommended in relation to pay ranges for school leadership, unqualified teachers and leading practitioners as well as teacher allowances. These should increase by 2.75% rather than the recommended 2.5%.*
10. This section of the Document needs to be changed to reflect the Minister's increased award of a 2.75% uplift across interim pay points of the leading practitioner pay range and teacher allowances.

No detriment

11. We are pleased to see that the Welsh Government confirmed that it has stood by the previous First Minister's commitment that there would be no detriment between teachers and leaders in Wales to those in England by matching the pay award given by the Westminster Government's Secretary of State for Education.
12. We are not convinced that the commitment has been interpreted as it should have been in the implementation of this year's award.
13. The commitment is for individual teachers and leaders not to suffer any detriment in pay when compared with those in England. The 2nd Remit letter from the Minister to the IWPRB reflects this: *'Additionally, I have been very clear that teachers and leaders in our schools in Wales should suffer no detriment in their pay and conditions as a consequence of the devolution of pay and conditions.'*³
14. However, in her written response to the 2nd Report, the Minister said *'I also remain committed to the principle of 'no detriment' as we use our devolved responsibilities for only the second time. I am therefore consulting on the basis of uprating pay for teachers in Wales for an overall cost of 3.1%.'*⁴

² Draft STPC(W)D 2020

³ [Year 2 remit: Matters for report, February 2020](#)

⁴ [Written Statement: Report and recommendations from the Independent Welsh Pay Review Body \(IWPRB\), July 2020](#)

15. The commitment is to individual teachers and leaders in schools in Wales, not to the total teacher pay bill.
16. As a result of this, the implementation of the pay award means that some teachers in Wales will in fact be paid less than teachers in England on the same point on the main pay scale, as we demonstrate below.
17. The IWPRB recommended moving to a five point pay scale for the main pay range. We note that, in spite of the recommendation above being accepted by the Minister, the pay scales for the main pay range in the draft STPC(W)D still include six points, with M1 and M2 having the same value.
18. We fail to see what benefit there is in doing this, and in fact we believe it creates a number of unintended consequences which will exacerbate retention difficulties.
19. To follow the assimilation process as described, a teacher who was employed on M1 in 2019 would move to M2 for 2020, meaning that they would receive £582 less than a teacher on M2 in England.
20. The same teacher would also receive the same pay as an NQT in Wales starting on M1 in 2020. This cannot be the case, and those teachers previously on M1 must be assimilated to point M3.
21. This situation is replicated for points M2 to M5 in 2020. The table below demonstrates the financial impact for each point. It is the case that as it stands this year, and future years, will see the majority of points on the main pay range being worth less than they are in England.

| Point | Wales | England | Difference |
|-------|----------|----------|------------|
| M1 | £ 27,018 | £ 25,714 | £ 1,304 |
| M2 | £ 27,018 | £ 27,600 | -£ 582 |
| M3 | £ 29,188 | £ 29,664 | -£ 476 |
| M4 | £ 31,436 | £ 31,778 | -£ 342 |
| M5 | £ 33,912 | £ 34,100 | -£ 188 |
| M6 | £ 37,320 | £ 36,961 | £ 359 |

Pay Scales

22. Whilst we are pleased to see that the recommendation to reintroduce pay scales into the STPC(W)D which was made in the 1st Report has been accepted this year, we would have liked to see this recommendation implemented last year.
23. It is disappointing to see that the pay scales that have been included are the ones which contain lower values for M2 to M5. This is as a result of the implementation of the pay award in 2017, where instead of uplifting all points on the main pay range by two per cent, the WLGA only recommended a two per cent uplift to the minima and maxima, and just one per cent to the points in between.⁵

⁵ 170825 WLGA Leader to LA Leaders re Implementation of Teachers Pay 2017 18

24. ASCL, in conjunction with NAHT, NEU and Voice, have updated the pay scales each year since 2014 and provided guidance to employers on the implementation of the annual uplifts.
25. The WLGA's recommendation was not in line with the joint union guidance on how the award should have been implemented.
26. However, some local authorities did choose to follow this guidance and apply the two per cent uplift to all pay points on the main pay scale.
27. The result has been a misalignment of pay scales across authorities which needed to be resolved. It could, and should, have been resolved by the adoption of the higher pay scales into the STPC(W)D so that all teachers in Wales received the same value for all points on the main pay scale.
28. This issue compounds the detriment to the teachers in schools in Wales on these pay points when compared with those in England, but also means that some teachers in Wales receive lower pay for the same pay point depending on the location of the school they are employed in. The whole point of having pay points in the Document is to ensure that there is a standard rate of pay across Wales.
29. By choosing to adopt the lower value, the only way this can happen is for some staff to receive a pay reduction/freeze.
30. This is totally unacceptable and needs to be resolved by adopting the higher pay scales that are published and recommended by the joint unions, as has been the case in the STPCD for England.

Performance Related Pay Progression

31. We are pleased to see that the Review Body and the Education Minister both agreed with the view of ASCL, and other consultees that the performance-related pay element should be removed from the STPC(W)D, and that this was a recommendation which has been accepted.
32. However, we do remain concerned at the proposed changes to the STPC(W)D in relation to pay progression for leadership teachers, and in particular this statement⁶: *'Pay Progression should be on an annual basis from 1 September, with an assumption in favour of progression unless an individual recorded unsatisfactory performance.'*
33. The same statement⁷ relating to pay progression for teachers is much less ambiguous: *'The relevant body must award a teacher on scale points M1 to M5 of the Main Pay Range progression of one point following completion of a year of employment completed as a qualified teacher during the previous school year, unless the teacher has been notified that service was unsatisfactory in respect of that year.'*
34. There is no reason for a difference in approach across the profession.

⁶ Ibid, 11.1, c

⁷ Ibid, 19.1, c

Timeliness of the process

35. It was disappointing to see the remit letter issued later in the year again due in the main to insufficient meetings of the pay partnership forum. This meant that the process needed to be conducted over a much shorter time scale. Whilst we acknowledge that some of the process was then, albeit not inevitably, delayed or changed by the Covid-19 pandemic, it was not helped by the subsequent missing of the new deadlines by the Welsh Government, and with no prior notice or communication with consultees. As a result the report and response were published during the Summer break again.
36. We cannot find ourselves in this position again, so it is vital that the remit for the 3rd Report is issued as soon as possible and that the Welsh Government prioritise meetings with the pay partnership forum.

Funding

37. We are very concerned that there has been no confirmation of how the pay award will be funded.
38. We note that the Minister's response made reference to the funding: *'The overall increase in costs for the pay award largely equates to funding previously estimated for this purpose. It was anticipated that these increased costs would be met from the increase in funding allocated to local authorities from Welsh Government via the Revenue Support Grant, combined with provision from LAs own revenue raising powers. In light of the pandemic, we will be discussing the funding implications with local authorities to ensure that school budgets are not adversely affected by these changes.'*⁸
39. Whilst we appreciate the pressures of the Covid-19 pandemic, this should have been decided and announced by now. Consultees are not be able to respond fully without this information.
40. Furthermore, the funding needs to be made clear before the pay order is laid.
41. It is essential that we do not find ourselves in this position in following future reports, therefore we call on the Welsh Government to ensure proper processes are in place to address this most important issue.

For longer term consideration

42. Our views on the items for longer term consideration have not changed⁹. We look forward to working with the IWPRB and other consultees on any proposed changes relating to these items.
43. We hope that this is of value to your consultation, ASCL is willing to be further consulted and to assist in any way that it can.

⁸ [Written Statement: Report and recommendations from the Independent Welsh Pay Review Body \(IWPRB\), July 2020](#)

⁹ ASCL evidence submission to IWPRB 2nd Remit

Louise Hatswell
Pay and Conditions Specialist
Association of School and College Leaders
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