

ASCL BUSINESS LEADER PAY SURVEY

January 2024



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INTRODUCTION

ASCL is concerned that the pay of our members in such roles is often behind that of teaching staff with similar levels of responsibility. The 2022 and 2023 pay awards have worsened this situation. Our view is that these roles are an integral part of the leadership team and that this should be reflected in their status and remuneration with parity with other members of the senior/executive team.

We surveyed our members working in business leadership roles to gain a detailed insight into their pay, responsibilities and membership of their school or trust senior leadership team.

The results of the survey will help to inform our work in this area, and how we can best push for improved pay for our members. It also provides a firm evidence base to support our calls for business leader pay to be aligned with leadership pay in the School Teachers’ Pay and Conditions Documents in England and Wales (STPCD/STPC(W)D).

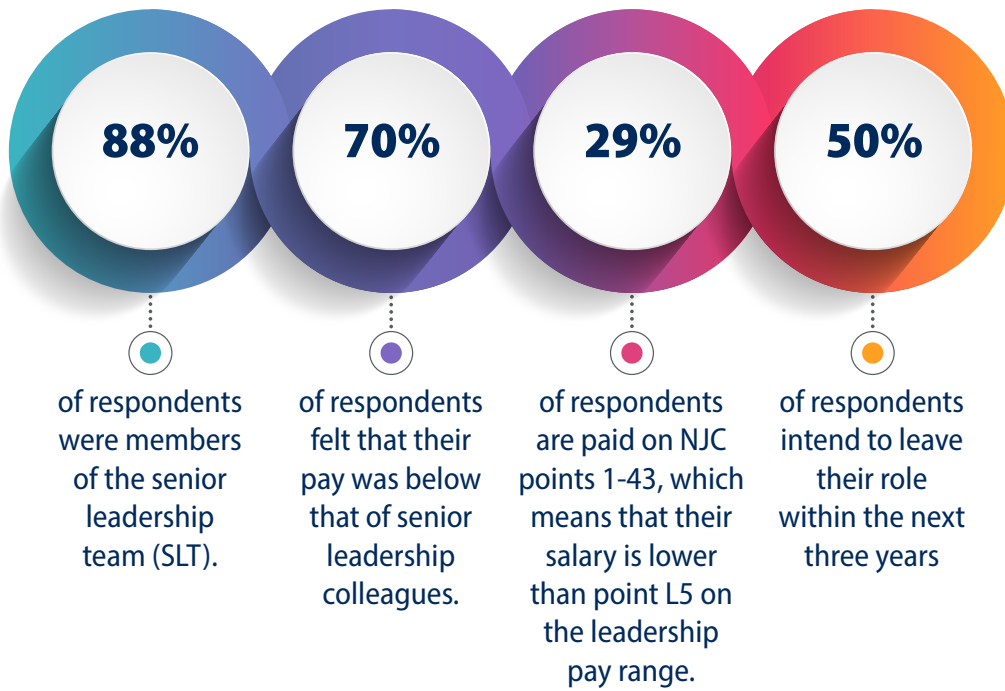
We will use the findings of this survey as part of our evidence to both the School Teachers’ Review Body and the Independent Welsh Pay Review Body where we are arguing that business leader pay should be included in the School Teachers’ Pay and Conditions Documents.

SURVEY DETAILS

Survey period	29/11/23 – 15/12/23
Category of members surveyed	All business leadership roles
Number of members surveyed	1,837
Number of respondents	728
Response rate	39.6%

Business leadership encompasses a diverse range of roles. This was reflected by the fact that there were over 100 different job titles submitted in the survey. Respondents hold a wide range of whole-school or trust responsibilities, with the majority including finance (86%), procurement (79%), HR (77%), estates (78%) and health and safety (78%).

OVERVIEW

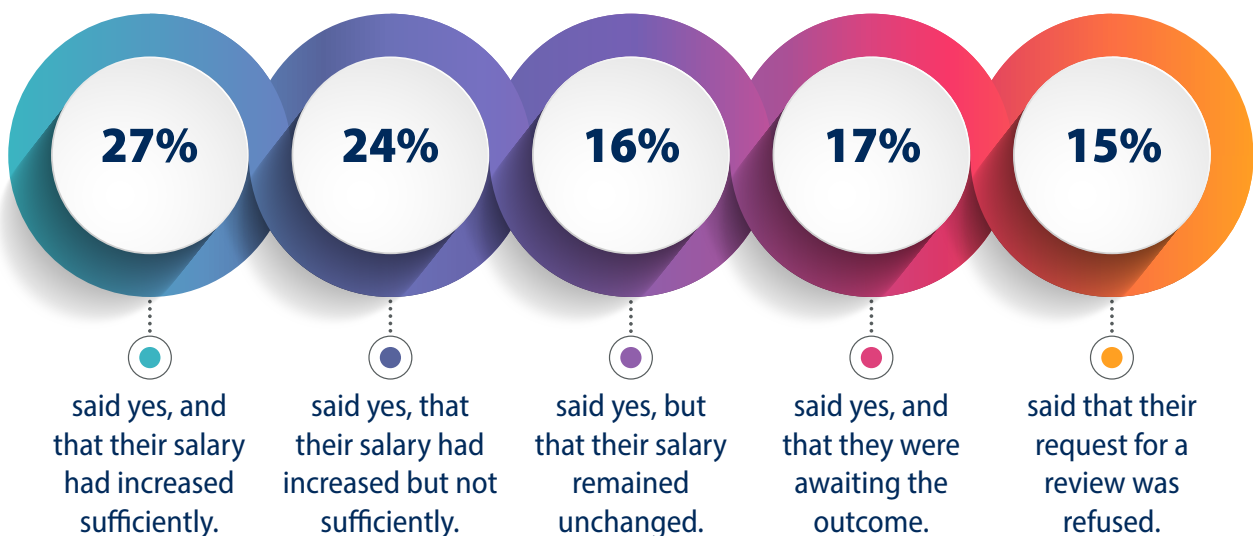


There is a huge disparity in the remuneration of those who are members of the senior leadership team and their senior leadership colleagues. It is pleasing to see that 88% are members of the SLT, but very disappointing that this is not reflected in their pay, with 70% of respondents reporting that their pay was below that of their leadership colleagues.

Over 48% of respondents feel inadequately rewarded for the role they undertake; 12.7% feel significantly underpaid. It is therefore perhaps unsurprising that 50% of respondents intend to leave their role within the next three years (up from 29% in February 2021). Pay is cited as a contributory factor in the majority of cases. This high level of dissatisfaction represents a potentially significant loss to the profession.

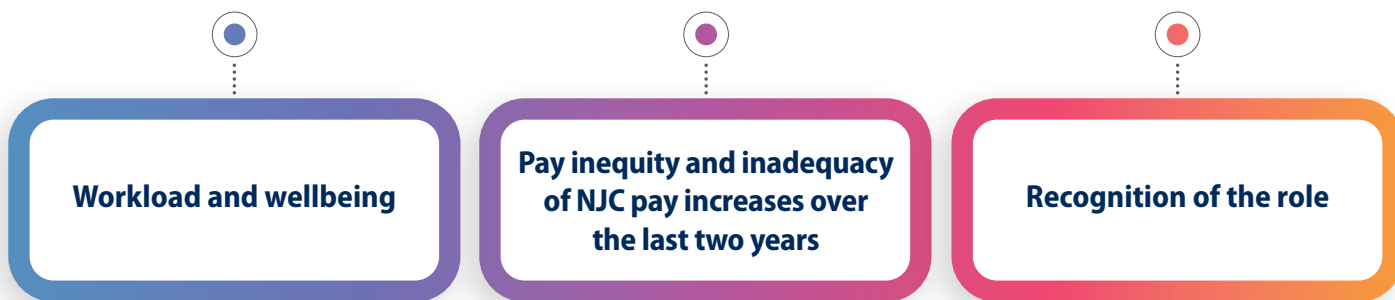
We asked if they had requested a review of their salary and what the outcome was.

Salary review outcomes



Many respondents provided extensive information on their salary reviews, this is invaluable to us, and we are analysing this in more detail. An overwhelming number of respondents also want to work with us to produce case studies for us to use on our [Business Leaders: Support Hub](#).

Respondents were also given the opportunity to add any other comments. There were many recurring themes and issues in the responses. We have listed some of them below:



CONCLUSION

These results clearly indicate the strength of feeling around business leader pay, conditions and recognition, that our members have been telling us about in recent years. Worryingly, the issues are getting worse.

In the ASCL pay survey in 2021, 29% of business leaders were considering leaving their role in the next three years – sadly this has increased to 50% being reported in the current survey. This is a worrying figure given the crucial role business leaders play in the school and college system. It is, therefore, essential that business leader retention and succession planning is carefully considered and acted upon urgently. This includes recognising the complex work and responsibilities of business leaders and remunerating it appropriately.

Two years of inadequate NJC pay awards, in most cases the lowest pay increase in the school, has further exacerbated the situation and widened the gap between senior leadership colleagues and business leaders.

In addition, workload and wellbeing pressures were a concerning trend reported by business leaders in the comments.

ASCL's formal position on business leader pay as determined by our [Council](#) is:

Business or executive leaders who undertake whole-school, college or trust responsibilities are an integral part of the leadership team. ASCL believes that this should be reflected in their status and remuneration.

Where this is not the case, there should be a review of the business leader's pay to ensure their crucial role is appropriately recognised and remunerated.

Urgent action is required, to ensure that school, college and trust business leaders currently in-role feel supported, valued and recognised for the important work that they do, so that we can retain them in the profession. Alignment with appropriate national pay frameworks and sufficiency of funding is an essential step in creating these conditions. Where business leader pay is not on a par with other senior leadership pay, [ASCL advises](#) employers to [review pay](#) to ensure it is reflective of the roles and responsibilities undertaken. Our business leaders must be given the recognition, remuneration and status that is deserved, and take their place at the senior leadership table with other senior leaders.

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The Association of School and College Leaders (ASCL) is the leading professional association and trade union for all school, college and trust leaders. We are proud to support and represent more than 25,000 leaders of primary, secondary and post-16 education from across the UK.

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