Headteacher/Chair of Governors/CEO

Dear

As a teacher at \_\_\_\_\_\_\_\_ school, *[insert name of school],* please accept this submission as my individual response to the consultation on the Trust’s proposal regarding pensions for teachers working in its independent schools.

I strongly believe that all teachers employed by the \_\_\_\_\_\_ *[insert name of school or employer]* should continue to be eligible for and be automatically enrolled into the Teachers’ Pension Scheme (TPS), in accordance with the entitlement afforded to all teachers employed in all state-funded schools and academies, as well as over 918 independent schools in England and Wales.

However, I am seriously concerned about the proposals regarding the TPS, particularly in relation to the expectation that teachers fund the additional employer contribution from September 2024. The proposals of the Trust *[insert name of employer]* will have an extremely detrimental impact on my terms and conditions of employment.

The TPS is a defined benefit (DB) scheme which, under the terms agreed in my contract of employment, will guarantee that, on my retirement, I will receive a predictable and stable income, allowing me to plan for my future, whereas the option of an alternative pension scheme is a defined contribution (DC) scheme which, if opted for, would make my pension dependent on the vagaries of investment returns, and represents a serious and material detriment to my conditions of employment.

Teachers at the \_\_\_\_\_\_ *[insert name of school]* are the key to the success of our schools and the Trust; therefore, we should be rewarded appropriately. The Teachers’ Pension is a fundamental part of the pay and rewards package agreed as a condition of my employment at the *[insert name of school]*. As a teacher at the \_\_\_\_\_\_ school *[insert name of school]*, I believe that placing an expectation on teachers to pay the increased employer contribution to access the TPS is unfair, particularly if this results in teachers having to offset this against any pay progression or cost of living increase during an ongoing cost-of-living crisis.

As such, this current proposal does not reflect the vital contribution that my colleagues and I make to the Trust *[insert name of employer]*

*You may wish to add a comment about your service to the Trust.*

I strongly urge the \_\_\_\_\_\_\_ *[insert name of employer]* to maintain its commitment to fully fund the employers contribution to the TPS, and abandon its proposals for teachers to pay the increased employer contribution from September 2024. I reiterate that I disagree strongly to the proposed change to pensions at my school, and I request that the current arrangement is maintained.

I look forward to your response.

Yours sincerely

cc: Headteacher