

## Aldridge agrees to STPCD pay recommendation on all pay scales



### **NASUWT Pay Claim to Aldridge – Cost of Living Pay Rise for all Teachers**

This term, Aldridge followed the recommendation from the School Teachers' Pay and Conditions Document (STPCD) and paid staff:

- 3.5% on the Main Scale on all points of the scale;
- 2% on the Upper Pay Scale on all points of the scale;
- 1.5% on the Leadership Pay Scale;
- 2% on all allowances.

The NASUWT submitted a pay claim to Aldridge calling on it to offer a substantial above-inflation pay award which will address the recruitment and retention crisis. Teachers have lost out on pay in real terms by over 17% since 2011.

The NASUWT is disappointed that the Secretary of State for Education, Damian Hinds, did not recommend a 3.5% increase on all points of the scale as recommended by the independent School Teachers' Review Body.

The NASUWT Pay Claim is available on: <https://www.nasuwt.org.uk/advice/academies/aldridge-academy-trust.html>.

### **Become an NASUWT Workplace Representative**

The NASUWT Representative is a vital role in improving conditions for teachers, particularly important at this time of increased workload, constant change and pressure on the teaching profession.

As a Workplace Representative, you are entitled to time out for training, and would receive two days of training. This will inform you of your rights as an employee and give you the opportunity to contribute to consultations and negotiations around school policies, workload and working practices.

Call us today on 03330 145550 to find out more about the role.

“  
My training as a Workplace Representative has informed me of our rights as teachers. I feel empowered to raise issues on behalf of NASUWT members.  
”

*continued overleaf*

## Aldridge News

The NASUWT has met with Aldridge this term and consulted extensively on the Trade Union Recognition Agreement (TURA). Discussions regarding the TURA are ongoing, with a further date scheduled for 26 February. If you would like us to raise any collective issues before our next meeting on 26 February, please contact us on [advice@mail.nasuwt.org.uk](mailto:advice@mail.nasuwt.org.uk).

If you have any individual concerns you would like confidential advice on, please contact the Member Support Advice line on 03330 145550.

Discussions regarding the TURA are ongoing with a further date for discussion scheduled on 10 April 2019.

## Public Sector Equality Duty and Pay Progression Data

The Public Sector Equality Duty requires employers (including academies) to eliminate discrimination and advance equality of opportunity for all staff, particularly those with a protected characteristic. The NASUWT has requested data from Aldridge on whether teachers with protected characteristics are being rewarded equally. However, pay progression data was not provided, so we were unable to include this in our pay claim, which can be found on: <https://www.nasuwt.org.uk/advice/aldridge-html>.

## Pay Progression

Were you eligible for pay progression and did you succeed in moving up the scale this academic year? This is a good time of year to check your pay slips and ensure they are correct. Check you are being paid accurately:

Main and Upper Pay Scale			
M1	£23,720	UPS1	£36,646
M2	£25,594	UPS2	£38,004
M3	£27,652	UPS3	£39,406
M4	£29,780		
M5	£32,126		
M6	£35,008		

Leadership Pay Scale	
L1	£39,965
L15	£56,434
L30	£81,515
L43	£111,007

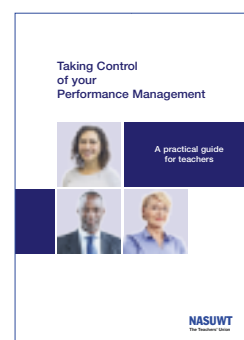
Pay scales for School Leaders, Lead Practitioners and Unqualified Teachers, including London Pay Scales and TLR and SEN allowances, are available at: <https://www.nasuwt.org.uk/advice/pay-pensions/pay-scales.html>.

You should have received a letter from your employer confirming your pay determination this year and whether you have progressed on the pay scale.

## Performance Management/Appraisal Update

### Are you on course to achieve your Performance Management (PM) Objectives?

This term is the ideal time to check you are on target to achieve your PM Objectives. Check that you have your planning statement to hand and that you have received the written evaluations for your PM observations. If you think there is an impediment to your achieving your objectives due to factors which are outside your control, now is the time to raise this in writing with your line manager. If you are leaving the school at the end of term/year, ensure that your objectives are signed off and you have copies of your paperwork ready to take when you leave. It is good practice to keep a record of your appraisal documentation.



For advice on successful appraisal, read: *Taking Control of your Performance Management* at <https://www.nasuwt.org.uk/advice/performance-management.html>.



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Website: [www.nasuwat.org.uk](http://www.nasuwat.org.uk)

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