

**Department for Education:
School Teachers' Review Body Thirty-Fifth Report – 2025
8 July 2025**

Introduction

1. NASUWT welcomes the opportunity to comment on the School Teachers' Review Body (STRB) Thirty-Fifth Report – 2025.
2. NASUWT – The Teachers' Union – represents teachers and headteachers across the United Kingdom.

SPECIFIC COMMENTS

3. NASUWT welcomes an STRB process that, for the first time in many years, concludes with pay and conditions recommendations that can be implemented from 1 September.
4. NASUWT welcomes the fact that the STRB asserted its independence after the Government, for the first time in 35 years, provided evidence to specify what it felt the pay award should be. This led to NASUWT declaring a formal dispute with the Secretary of State for Education. The Union further welcomes the Secretary of State's full acceptance of the Review Body's recommendation to increase pay by 4% across all

pay ranges, advisory points and allowances for classroom teachers, unqualified teachers and school leaders.

5. NASUWT welcomes the implementation of the Review Body's clear recommendations to revise flexibilities around Teaching and Learning Responsibility (TLR) payments. These changes, due no later than September 2026 (with earlier adoption encouraged), will help ensure TLRs reflect the proportion of responsibility carried out. This measure will also help reduce the gender pay gap, given that the majority of teachers and part-time staff are very largely women.
6. We note and support the STRB's emphasis on schools fully embracing employment flexibility. This will not only contribute to improving equality and inclusion, but also enhance workforce adaptability. There is much more work that needs to be done in this area by the Department for Education (DfE). The STRB makes helpful recommendations to the Department that we support.
7. We fully support the STRB's call for all schools to adopt the following flexible working practices:
 - mandatory school policies on flexible working;
 - a named senior staff member and governor to monitor and report annually on the impact of the flexible working policy.
8. We welcome and support the STRB's observation that the omission of references to flexible working and flexible retirement in the School Teachers' Pay and Conditions Document (STPCD) must be addressed.
9. The STRB has rightly observed that all school policies relating to pay and conditions should be subject to equality impact assessments. NASUWT fully supports this.
10. We welcome and support the STRB's recommendation for the Department to monitor and share evidence on the continued operation

of performance-related pay progression (PRPP) in 2026/27. NASUWT believes that one of the best ways to reduce the gender pay gap further and to improve equality and diversity is to remove PRPP entirely from the STPCD.

11. The STRB report notes that, during the oral evidence session, the Secretary of State indicated that officials are currently examining issues concerning supply teachers. NASUWT echoes the report's call for this work to be shared with all consultees.
12. We support the STRB report's observation that the Department should do more to promote flexible retirement, and we strongly agree that pensions flexibility should not be used to reduce total remuneration.
13. The report observes that most schools visited consider themselves financially challenged. Our members tell us that this is a widespread situation across all of England. It is crucial that the Government sets realistic budgets that enable schools to meet their obligations. We believe that all pay awards must be fully funded. The expectation that schools can find, on average, around 1% of their current budgets to fund staff pay awards after 14 years of austerity is simply not achievable.
14. NASUWT is concerned that, over time, pay rates for the unqualified teachers' pay range have been eroded compared to uplifts to the National Living Wage (NLW). We will return to this issue in our evidence to the 36th remit. However, prior to that remit being issued, we make the following observations:

The National Living Wage

15. Workers aged 21 and over are entitled to the NLW – the minimum wage for such workers.

16. From April 2025, the NLW rate is £12.21 per hour for workers aged 21 and over.
17. This equates to an annual salary of £22,222 for a worker employed for 35 hours per week over a 12-month period.

The Unqualified Teachers' Pay Range in England

18. The 2025-26 pay range for unqualified teachers in England (excluding London and Fringe areas) is outlined in the table below. NASUWT has analysed the equivalent hourly pay rate for unqualified teachers at each pay point, based on varying weekly working hours (35-50 hours).

Unqualified teachers' pay range England (excluding London & Fringe)		Hourly rate (£) Annual salary divided by hours worked per week					
		35	35.5	36	37.5	40	50
1 (Minimum)	£22,601	£12.42	£12.24	£12.07	£11.59	£10.87	£8.69
2	£25,193	£13.84	£13.65	£13.46	£12.92	£12.11	£9.69
3	£27,785	£15.27	£15.05	£14.84	£14.25	£13.36	£10.69
4	£30,071	£16.52	£16.29	£16.06	£15.42	£14.46	£11.57
5	£32,667	£17.95	£17.70	£17.45	£16.75	£15.71	£12.56
6 (Maximum)	£35,259	£19.37	£19.10	£18.83	£18.08	£16.95	£13.56

19. Figures highlighted in red demonstrate situations in which an unqualified teacher may earn below the NLW of £12.21 per hour.
20. For example, an unqualified teacher on point U1 working 36 hours per week would earn an hourly rate of £12.07.
21. These figures show how schools could easily and inadvertently breach NLW requirements.

22. NASUWT is therefore asking the Department to issue guidance within the STPCD to ensure that U1 unqualified teachers should not be required to work more than 35 hours per week; U2 unqualified teachers should not be required to work more than 40 hours a week and U3 & U4 unqualified teachers should not be required to work more than 50 hours a week.

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