

Have you applied for the Upper Pay Scale?

The NASUWT has, over the past three years, raised concerns with the Co-op Academies Trust regarding low numbers of teachers moving to the Upper Pay Scale (UPS).

- In 2019-20, only 37.6% of eligible teachers in the Trust moved to UPS1, consisting of 27% of primary teachers and 45.2% of secondary teachers.
- In the previous year (2018-19), 37.5% of eligible teachers progressed, with only 8.7% in primary and 49.1% in secondary. This contrasted with 89.7% of Main Pay Scale teachers and 91.6% of Leadership moving up the pay scale in the same year.
- In 2018-19, 51.3% of eligible teachers did not apply for UPS progression.

The Trust has adopted automatic pay progression for teachers on the Main and Unqualified pay scales. However, it has not adopted this approach for teachers who wish to progress to the Upper Pay Scale, those on the Upper Pay Scale, Lead Practitioners and Leadership Scales. The NASUWT has requested that the Trust adopts auto pay progression for all teacher pay scales.

The culture regarding Upper Pay Scale pay progression in the Co-op Academies Trust needs to change. The Co-op Academies Trust has acknowledged that these figures are low and has stated that it will be encouraging teachers to apply this year.

Why should you apply for the Upper Pay Scale?

The Upper Pay Scale was introduced so that good teachers would be paid fairly as they progressed in their career, enabling them to stay in the classroom rather than move into middle management or leadership to increase their pay. Extra responsibilities outside classroom teaching should be remunerated by a Teaching and Learning Responsibility (TLR) payment. Unfortunately, many teachers have been led to believe that they are required to carry out extra responsibilities in order to be paid on the Upper Pay Scale. The criteria for the Upper Pay Scale are that teachers should be 'highly competent' in the Teachers' Standards and their contribution should be 'substantial and sustained'. This should not be interpreted as teachers having to carry out extra responsibilities in order to merit the payment. Teachers' workload is already at unacceptable levels, as recognised by the Department for Education (DfE) before the pandemic, due to the Workload Reports and Toolkit.

Payment on the UPS represents a significant difference to your monthly wage and has long-term consequences for your pension, which is deferred pay. Please log onto the Teachers' Pensions website to check your annual statement, which will indicate the pension you will receive based on your current earnings and length of service.

How do I apply for the Upper Pay Scale?

Guidance on how to apply for the Upper Pay Scale is available on the NASUWT website and applications should follow the procedure in the Co-op Academies Trust Pay Policy (which has not been agreed by the NASUWT). Applications should be made by 31 October.

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If your Academy does not grant your pay progression, you have the right to appeal as per the pay policy.

(continued overleaf)

Industrial Action at the Co-operative Academy Swinton

NASUWT members at Co-op Academy Swinton have taken eight days of strike action over adverse management practices affecting workload, working practices, pupil behaviour and failure to consult. A further 12 days of strike action are planned for November, if agreement cannot be reached.

Our members are deeply unhappy with recently imposed changes to their working hours, their working practices, and the lack of meaningful consultation. The changes are also having a negative impact on the support that students receive, as well as pupil behaviour.

The NASUWT is firmly committed to reaching an agreed resolution to this dispute and will continue talks with the Trust.

Industrial Action at the Co-operative Academy Manchester

Members at Co-op Academy Manchester (CAM) suspended strike action when their concerns about pay were listened to by the Trust, who then acted to review the culture and practice around UPS progression at CAM, and retrospectively award pay progression to many of those previously denied it. For further information, please contact rc-northwest@mail.nasuwt.org.uk.

Directed time

Your school should have provided you with a directed time budget. Please note that due to the extra Bank Holiday for the Queen's Platinum Jubilee, directed time is 1,258.5 hours this year (2021-22) rather than the usual 1,265. It is important to note that the 1,258.5 hours is a limit, not an objective. For guidance on Directed Time, please see the link below:

<https://www.nasuwt.org.uk/advice/conditions-of-service/directed-time/directed-time-england.html>

Does your Academy have an NASUWT Representative?

In order to work for a truly co-operative academy trust, employees should be represented by Trade Union Representatives. We would like to build up a network of representatives in the Co-op Academies Trust. Training and support will be provided for our representatives.

If you would like to become the NASUWT Representative, or if you would like to find out more about it, please get in touch with advice@mail.nasuwt.org.uk or call 03330 145550.



E-mail: advice@mail.nasuwt.org.uk
Website: www.nasuwt.org.uk