

## 2020/21 Teachers' Pay Award (England)

On 21 July 2020, the School Teachers' Review Body (STRB) issued its 30th Report, making recommendations about the 2020/21 teachers' pay award.

The Review Body considered the impact of COVID-19 and concluded that, even though there might be a short-term increase in unemployment across the wider economy, this will not have a medium and long-term impact on the need for teachers. There will continue to be a high demand for teachers.

The Review Body recognised the NASUWT's evidence about the teacher recruitment and retention crisis, stating: *'Our consideration of the long-term trends confirms that there are severe and persistent problems with teacher supply.'* The Review Body has gone on to comment: *'While the deterioration in retention rates is most marked for teachers early in their career, we are concerned that there are also indications of a growing challenge in retaining experienced classroom teachers and those in leadership roles.'*

The Review Body has also accepted the NASUWT's evidence over teachers' pay levels, stating: *'For the majority of teachers and school leaders, including those in London, there continues to be a significant gap between their earnings and the levels of pay in other comparable graduate professions.'*

The NASUWT put forward detailed evidence to the Review Body about the vital importance of experienced teachers, stressing that 66.3% of teachers are paid on the upper pay range (UPR) or on the maximum of the main pay range (MPR). The Review Body has reached the following conclusion in its Report:

*'We are also concerned that experienced teachers and school leaders should receive a significant real-terms pay uplift to avoid damage to morale and motivation... In the longer term, it is important that the pay framework provides earnings for experienced teachers that are not out of step with the earnings of those with similar experience in other graduate professions.'*

The Review Body has further recognised that experienced teachers are influential mentors and role models for teachers starting in the profession.

The Review Body has accepted the NASUWT's evidence that a teachers' pay system which provides key entitlements to teachers must have national pay points. These are recommended as advisory on the MPR and UPR, and the Review Body has published the advisory pay points in its Report.

The Review Body has accepted the NASUWT's evidence that the UPR provides vital reward and motivation for teachers and has not recommended any imminent change to the system of two pay scales, indicating that it sees merit in a process of crossing the threshold to the UPR.

### Recommendations

The Review Body has made the following recommendations for September 2020, which apply to the London and the Rest of England pay bands:

- the minimum of the MPR is increased by 5.5%;
- the maximum of the MPR and the minima and maxima of all other pay and allowance ranges for teachers and school leaders are uplifted by 2.75%;
- advisory pay points are reintroduced on the MPR and UPR.

In terms of the Review Body's recommended national pay points, these provide for the following pay increases:

- M1 – 5.5%
- M2 – 4.95%
- M3 – 4.4%
- M4 – 3.85%
- M5 – 3.3%
- M6, U1, U2 and U3 – 2.75%

### Recommended Advisory Pay Points

The STRB recommends the following advisory pay point structure for the MPR and UPR from September 2020.

	Rest of England	London Fringe	Outer London	Inner London
M1 (MPR minimum)	£25,714	£26,948	£29,915	£32,157
M2	£27,600	£28,828	£31,604	£33,658
M3	£29,664	£30,883	£33,383	£35,226
M4	£31,778	£32,999	£35,264	£36,866
M5	£34,100	£35,307	£38,052	£39,492
M6 (MPR maximum)	£36,961	£38,174	£41,136	£42,624
U1 (UPR minimum)	£38,690	£39,864	£42,559	£46,971
U2	£40,124	£41,295	£44,133	£49,279
U3 (UPR maximum)	£41,604	£42,780	£45,766	£50,935

### The Government's Response

The Secretary of State for Education, Gavin Williamson, has accepted all of the recommendations.

### The NASUWT's Response

Commenting on the announcement on teachers' pay, **NASUWT General Secretary Dr Patrick Roach** said: *'Whilst today's announcement recognises the importance of pay levels in making teaching more attractive to new teachers, the Government also needs to do more to retain experienced teachers in the profession.*

*'Increases to starting salaries for new teachers will be widely welcomed, but schools also rely on the contributions of experienced teachers who are playing a vital role in ensuring that children are able to recover their education following the recent months of disruption.*

*'It will be a disappointment that the Government's proposals on teachers' pay do not provide experienced teachers with the increased rewards they also deserve, and do not do enough to redress the 18% real-terms decline in levels of teachers' pay over the past decade.*

*'The public will expect the Government to honour its commitment to increase the pay of teachers by ensuring that the September pay award is delivered in full to every teacher. The NASUWT will be looking to the Government to set out how it will deliver this year's pay award to every teacher or risk losing the trust and confidence of the teaching profession. There is now a widespread acceptance that the freedoms and flexibilities that have dogged the system of teachers' pay over the last decade have had their day.'*

