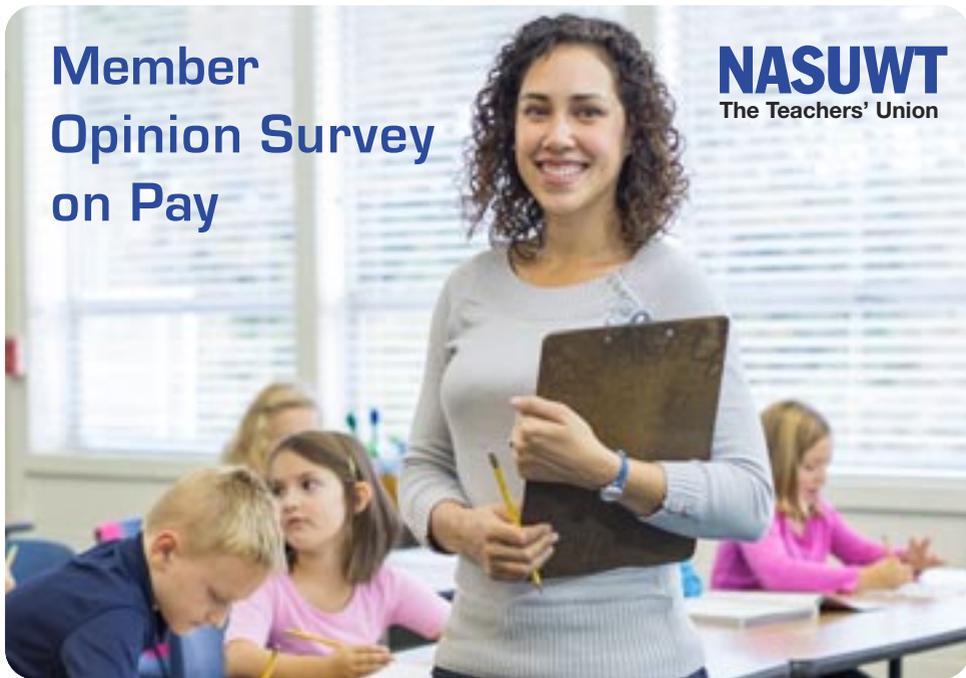


# Member Opinion Survey on Pay

**NASUWT**  
The Teachers' Union



The annual opinion survey of NASUWT teacher and school leader members in England was carried out during December 2018 and January 2019.

Over 6,900 teachers and school leaders responded to the survey.

Members were asked a series of questions about their pay and pay progression and other issues that concerned them.

The survey found that teachers continue to be denied their entitlements to an annual pay award and pay progression, despite the fact that:

- **£4 billion unspent in school balances across all maintained schools and academies would provide £8,763 per teacher to fund pay and pay progression; and**
- **£187 million additional funding for all schools and academies through the Government's Teachers' Pay Grant for 2018/19 has been made available.**

In January 2019, the Minister for Schools, Nick Gibb MP, told Parliament that *'...it is for schools to decide how best to spend the funds allocated under the teachers' pay grant. The Department has, however, made clear that this additional money is to fully fund an increase in pay for teachers and the Department would therefore expect schools to put it towards pay'*.

The available evidence confirms that schools are failing to invest in teachers.

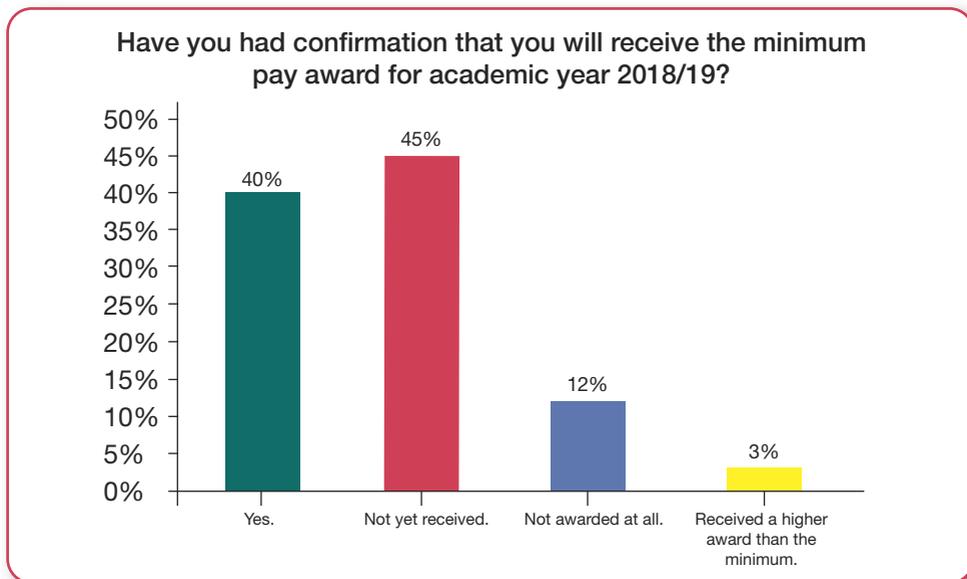
Official data indicates that, on average, the percentage of the school budget spent on teachers' pay is now just 46%.

The evidence points to schools failing to prioritise teachers' pay with the consequent adverse impact on recruitment and retention and the educational provision for children and young people.

Summarised below are the responses of teachers to key questions in the NASUWT 2018 Teachers' Pay Survey. The full survey will be published on the NASUWT website.

### The teachers' pay award 2018/19

When asked whether they had received the minimum pay award of 3.5% for teachers on the main pay range, 2% for those on the upper pay range and 1.5% on the leadership range, for academic year 2018/19, 57% of teachers said that they had not received the minimum pay award.

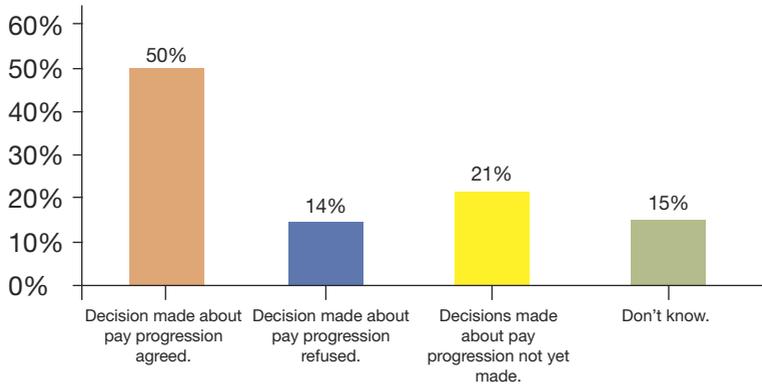


### Pay progression for 2017/18

When asked about pay progression, only 50% of those eligible said that their pay progression had been agreed, 14% had pay progression refused and 21% had not yet had their pay progression decision made, despite the fact that there is a statutory requirement in maintained schools for such decisions to be made by 31 October.

Of those who had pay progression refused, 25% of teachers were appealing this decision.

### If you were eligible for pay progression, what was the outcome for last year?



### The impact of pay decisions on teacher supply

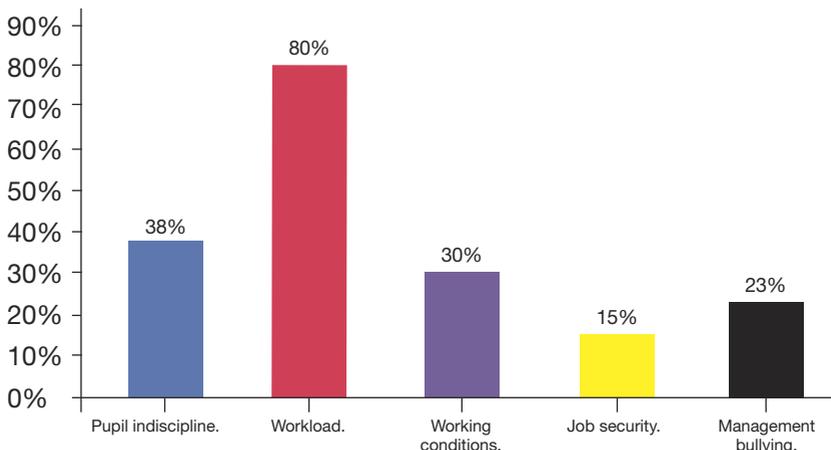
58% of teachers said that they were 'angry' or 'really angry' about their pay and thought that teachers are treated unfairly by the Government. 19% said that they were so disillusioned that they were considering leaving teaching because of pay alone.

### Other concerns in addition to pay

When asked what concerned them more than pay, teachers cited adverse management practices as being equally or more important to them, including 80% of teachers who said that excessive workload was the key issue for them in their schools, whilst 38% stated that their key concern was pupil indiscipline.

Teachers also cited management bullying as a further key concern adversely affecting their working conditions and overall job satisfaction.

### What are the things at work that concern you more than your pay?





## Conclusion

There is no doubt that, yet again, this year's survey demonstrates that the Government needs to take urgent action regarding the abuse by schools of the excessive freedoms and flexibilities in relation to teachers' pay and other working conditions.

Serving teachers are clearly angry about pay and pay progression and potential recruits are deterred by the failure of the Government to ensure that teachers are recognised and rewarded as highly skilled professionals.

The NASUWT will continue to press the Government to invest more in the education service and to address the deep concerns of teachers, including removing the provisions and tackling the culture which Ministers have fostered in which adverse management practices are able to develop and flourish. **It is the Government's failure to take action which has caused the unacceptable position in which teachers find themselves and the current national recruitment and retention crisis which is the worst since World War II.**

The NASUWT will continue to support and empower teachers to take action to challenge adverse management practices and secure their rights and entitlements on pay and other working conditions.

The NASUWT wishes to thank all members who participated in the opinion survey. The NASUWT will continue to campaign to improve the working lives of teachers.

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