

Report for: Staffing & Remuneration Committee, 1st October 2018

Title: Schools Model Pay Policy Report

Authorised by : Mark Rudd, Assistant Director Corporate Resources

Lead Officer: Julie Amory, Schools HR Business Partner

Ward(s) affected: All

Report for Key/

Non Key Decision: N/A

1 Describe the issue under consideration

1.1 The report provides the Committee with the updated Model Schools Pay policy for approval.

2 Cabinet Member Introduction

Not applicable.

3 Recommendations

3.1 The report is for the Committee to approve the updated Model Schools Pay policy for September 2018 and recommend its adoption to Haringey maintained Schools.

3.2 Appendix 1 is exempt from publication under Part 1, Section 12 a (3) of the 1972 Local Government Act.

4 Reason for Decision

4.1 The School Teachers' Pay and Conditions Document requires schools and local authorities to have a pay policy which sets out the basis on which they determine teachers' pay; the date by which they will determine the teachers' annual pay review; and the procedures for determining appeals. Haringey Model Schools Pay Policy has been updated in line with nationally agreed changes to the pay scales.

5 Alternative options considered

Not applicable.

6 Background information

6.1 Following a period of consultation the 2018 School Teachers' Pay and Conditions Document (STPCD) was published. The STPCD implements the recommendations set out in the 28th report of the School Teachers' Review Body (the STRB), published on 24 July 2018.

6.2 The STRB's 28th Report recommended a 3.5 per cent rise for all pay ranges and allowances. Within the STPCD 2018, the Department for Education did not adopt the recommendations in full, opting instead for a 3.5 per cent rise to Main Pay Range and Unqualified teacher pay range for classroom teachers; a 2 per cent rise in the Upper Pay band for teachers and a 1.5 per cent rise for school leaders.

6.3 The STPCD is statutory for all local authority maintained schools.

6.4 The Model Schools Pay Policy for September 2018 has been updated at Appendix 1 to reflect the new pay grades. The Schools Consultative Group members have been notified and consulted on the changes.

7 Contribution to strategic outcomes

Not applicable.

8 Statutory Officers' comments

Assistant Director for Corporate Governance

8.1 No comments.

Chief Finance Officer

8.2 The financial implications of implementing the pay award will be met by the maintained schools' individual dedicated schools budget. Where the council may directly employ teachers on these pay scales, the cost of the pay award will be met from existing agreed budgets.

9 Use of Exempt Appendices

Appendix 1 - Model Haringey Schools Pay Policy 2018

10 Local government (Access to Information) Act 1985

10.1 This report contains exempt and non-exempt information. Exempt information is under the following categories (identified in Part 1 of Schedule 12A of the Local Government Act 1972) paragraph (3) information relating to financial or business affairs of any particular person (including the authority holding that information) and paragraph 5 information in relating to any consultations or negotiations or contemplated negotiations in connection with any labour relations matter.

10.2 Appendix 1 is Exempt.