

Report for: Staffing & Remuneration Committee, 6th February 2020

Title: Schools Model Pay Policy Report

Authorised by: Richard Grice, Director of Customers, Transformation and Resources

Lead Officer: Julie Amory, HR Business Partner (Schools)

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 Haringey Model Schools Pay policy for approval.

2 Cabinet Member Introduction

2.1 Not applicable.

3 Recommendations

3.1 The report is for the Committee to approve the updated Haringey Schools Model Pay policy for September 2019 and recommend its adoption to Haringey maintained Schools.

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 Schools Model Pay Policy has been updated in line with nationally agreed changes to the pay scales.

5 Alternative options considered

5.1 Not applicable.

6 Background information

6.1 Following a period of consultation, the 2019 School Teachers' Pay and Conditions Document (STPCD) was published. The STPCD implements the recommendations set out in the 29th report of the School Teachers' Review Body (the STRB), published on 22 July 2019.

6.2 The STRB's 29th Report recommended that pay and allowance ranges for teachers and school leaders are uplifted by 2.75%. Within the STPCD 2019, the Department for Education adopted the recommendation and from 1 September 2019 a 2.75% uplift has been applied to the statutory minima and maxima of all pay ranges and allowances.

- 6.3 The STPCD is statutory for all local authority maintained schools.
- 6.4 The Haringey Schools Model Pay Policy 2019 has been updated at Appendix 4 to reflect the new pay grades. The Schools Consultative Group members have been notified and consulted on the changes.
- 6.5 Due to delays in the Department of Education issuing the updated teacher pay awards, there was a delay in the Authority being able to update the policy.
- 6.6 The Model Policy was issued for use to all Haringey Schools in October 2019, however, due to timing issues it was not possible to get this Policy to the November Staffing and Remuneration Committee.

7 Contribution to strategic outcomes

- 7.1 Not applicable.

8 Statutory Officers' comments

Assistant Director for Corporate Governance

- 8.1 The Assistant Director of Corporate Governance has been consulted in the preparation of this report. Legal Services has been involved in reviewing of the proposed Pay Policy and confirms that it complies with all relevant legislation.

9

Chief Finance Officer

- 9.1 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.

10 Use of Exempt Appendices

- 10.1 Appendix A - Haringey Model Schools Pay Policy 2019.

11 Local government (Access to Information) Act 1985

- 11.1 Not applicable.