

Report for: Staffing & Remuneration Committee, 2 December 2021

Title: Schools Model Pay Policy Report

Authorised by: Dan Paul, Chief People Officer

Lead Officer: John Murphy, Acting Head of HR (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 2021 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 the nationally agreed changes.

5 Alternative options considered

5.1 Not applicable.

6 Background information

6.1 Following a period of consultation, the 2021 School Teachers' Pay and Conditions Document (STPCD) was published. The STPCD implements the recommendations set out in the 31st report of the School Teachers' Review Body (the STRB).

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

6.3 The only financial amendment applicable to the 2021 Model Pay Policy was the inclusion of an additional £250 award for unqualified teachers on points 1 to 3 and the policy has been updated at Appendix 4 (unqualified teacher pay scale) to reflect this award. All other rates of pay for Teachers remain unchanged. The Schools Consultative Group members have been notified and consulted on the changes.

6.4 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.

7 Contribution to strategic outcomes

7.1 Not applicable.

8 Statutory Officers' comments

Legal

8.1 The Head of Legal and Governance has been consulted in the preparation of this report, and in noting that the Committee has within its Constitutional terms of reference:

To consider policies, procedures and schemes relating to employment matters including pay and grading structure and changes to employee terms and conditions of employment.

To approve all human resources policies including pay and grading structures, and changes to employees terms and conditions of employment and to approve policies on how the Council exercises its functions under the Local Government Pension Scheme and the Teachers' Pension Scheme

advises that adoption of model policies for maintained schools is within its terms of reference and there is no legal reason why the Committee cannot adopt the proposals stated in the Recommendations section of the report.

Finance

8.1 The cost of implementing the additional £250 pay award for unqualified teachers will be met by the maintained schools' individual dedicated schools budget. Where the council directly employs teachers on these pay scales, the cost will be met from existing agreed budgets.

9 Use of Exempt Appendices

9.1 Appendix A - Haringey Model Schools Pay Policy 2021.

10 Local government (Access to Information) Act 1985

10.1 Not applicable.