

**Report for: Staffing & Remuneration Committee, 20 October 2022**

**Title: Schools Model Pay Policy Report**

**Authorised by: Dan Paul, Chief People Officer**

**Lead Officer: Chidi Okwesilieze, 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 Teachers 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 Teachers Pay Policy for September 2022 and recommend its adoption to Haringey maintained.

### **4. Reason for Decision**

4.1 The School Teachers' Pay and Conditions Document (STPCD) 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 Teachers 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 2022 School Teachers' Pay and Conditions Document (STPCD) will be laid in parliament on the 14 October 2022 and become law. The STPCD implements the recommendations set out in the 32nd report of the School Teachers' Review Body (the STRB).

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

6.3 The financial amendment applicable to the 2022 Model Pay Policy was the award of 5% salary increase across all teaching staff grades and allowances. 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**

### **Legal**

8.1 The relevant part of the Committee's Constitutional terms of reference are to consider policies, procedures and schemes relating to employment matters including pay and grading structure and changes to employee terms and conditions of employment. This however excludes pay and other terms and conditions for teachers. These are set in the School Teachers Pay and Conditions Documents ("the Document") and the Statutory Guidance issued by the Department of Education.

Local Authorities and governing bodies are required to have due regard to The Statutory Guidance that provides for the adoption of a pay policy which sets out the basis on which it determines teachers' pay and the date by which it will determine teachers annual pay reviews within the framework of the Document.

It is anticipated that an updated Statutory Guidance will come into force on the 14 October 2022. The draft policy has been updated to comply with the legislative requirements.

### **Finance**

8.1 The cost of implementing the additional 5% pay awards for all teachers will be met by the maintained schools' individual dedicated school's 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 Teachers Pay Policy 2022.

## **10. Local government (Access to Information) Act 1985**

10.1 Not applicable