

Report for: Staffing & Remuneration Committee, 2nd October 2017

Item number: 10

Title: Schools Model Pay Policy

Report authorised by : Richard Grice, Interim Director Transformation & Resources

Lead Officer: Liz Hammond, Interim Head of HR Transformation

Ward(s) affected:

**Report for Key/
Non Key Decision:**

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

The report is for the Committee to approve the updated Schools Model Pay policy for September 2017 and recommend it's adoption to Haringey maintained Schools.

4 Reason for Decision

The Schools Model Pay Policy has to be updated annually each September in line with nationally agreed changes to the pay scales.

5 Alternative options considered

Not applicable.

6 Background information

6.1 The 2017 School Teachers' Pay and Conditions Document (STPCD) has been Published, following a short period of consultation over the summer break. The STPCD implements the recommendations in the School Teachers' Review Body's (STRB) 27th Report. All of these recommendations were accepted in full by the Secretary of State for Education. The STPCD is statutory for all local authority maintained schools.

The Report made the following recommendations on teachers' pay:

- *a 2% uplift to the minimum and maximum of the main pay range (MPR);*
- *a 1% uplift to the minima and maxima of the upper pay range (UPR), the unqualified teacher pay range and the leading practitioner pay range;*

- *a 1% uplift to the minima and maxima of the leadership group pay range and head teacher group pay ranges; and,*
- *a 1% uplift to the minima and maxima of the Teaching and Learning Responsibility (TLR) and Special Educational Needs (SEN) allowance ranges.'*

6.2 The Schools Model Pay Policy for September 2017 has been updated at Appendix 4 to reflect the new pay grades and has been consulted/negotiated through the Schools Committee Group which has membership of representatives from all relevant trade unions and head teachers.

7 Contribution to strategic outcomes

Not applicable.

8 Statutory Officers' comments

Assistant Director for Corporate Governance

No comments.

Chief Finance Officer

No comments

9 Use of Appendices

None

10 Local government (Access to Information) Act 1985

Not applicable.