

School Teachers Pay

The Secretary of State for Education has accepted the recommendations of the School Teachers' Review Body (STRB). The STRB was tasked to make recommendations whilst taking into consideration:

- a) Potential equalities impacts associated with any changes proposed to the School Teachers' Pay and Conditions Document (STPCD).
- b) The cost pressures that schools are already facing and may face over the year (and how they affect individual schools).
- c) The need to ensure that any proposals are not too difficult or onerous for schools to implement.
- d) Evidence of the national state of teacher and school leader supply, including rates of recruitment and retention, vacancy rates and the quality of candidates entering the profession
- e) Evidence of the wider state of the labour market in England.
- f) Forecast changes in the pupil population and consequent changes in the level of demand for teachers.
- g) The Government's commitment to increasing autonomy for all head teachers and governing bodies to develop pay arrangements that are suited to the individual circumstances of their schools and to determine teachers' pay within the statutory minima and maxima.

The STRB has recommended for 2023/24:

- Increases to teachers' pay of 6.5% at all grades.
- A higher uplift for M1 of 7.1% for England and 6.8% for the fringe area.
- In addition, starting salaries will rise to £30,000. There are slightly higher pay increases for starting salaries outside London, so that new teachers receive £30,000 or above from September 2023 to deliver on the Government's manifesto commitment.

The Funding for the pay award

Schools have budgeted for a 3.5% pay award and the full cost of the pay award above the 3.5% will be provided by the additional funds that schools will receive. Schools are to receive an additional £525m in the 2023-2024 financial year and £900m in the 2024-25 financial year. The expectation is that schools will use the additional funds for teacher pay.

LGA Consultation on Teachers Pay

Following the publication of the STRB's 33rd report and the government response, the Local Government Association have this week launched a survey to inform the response of the national employers (NEOST – who are statutory consultees) back to Government with the survey closing at 10.00am on Thursday 7 September 2023.

Further information

The full set of recommendations from the STRB as published in the 33rd Report July 2023: [School Teachers' Review Body 33rd report: 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/1152113/School_Teachers_Review_Body_33rd_report_2023.pdf)

NJC Pay 2023 Awards

UNISON has issued a statement on the NJC Pay 2023 awards stating that there will be no further update until early August once the Unite Union's Ballot has closed end of July.

Further information

Further information can be found by following this link: [NJC: Council and school pay 2023 | Campaigns | UNISON National](#)

PACT HR Pay Policy

PACT HR will be reviewing its Pay Policy when the final pay awards have been confirmed.

Pre-recorded Webinar Friday 8 September 2023

We are running a free webinar which will be live from Friday 8 September 2023 to provide an update on school staff pay 2023 awards and also key updates to "The Burgundy Book" and KCSIE 2023. Our webinar will be in two parts:

- Part 1: Pay & Conditions 2023
- Part 2: KCSIE 2023

All you need to do is register your interest by clicking on the [following link](#).