
Teacher Pay Survey 2023, now encompassing Support Staff

We're pleased to share with you the results of our annual Teacher Pay Survey, now encompassing support staff pay.

Introduction

This is our third year of capturing and understanding what trusts intend to do in relation to national decisions on teacher pay and this year we are pleased to have added questions about support staff pay to our annual salary. We are delighted that over 100 responses were received (up from the 79 received last year), indicating that it is clearly a subject of interest.

30% of responses came from multi academy trusts of between 6 and 10 academies, with single academies also being large in number (24%), with the majority of trusts having mixed education phases.

Analysis

Although academies do not need to follow nationally agreed terms and conditions, including pay, it is clear that most are continuing to do so. This may be due to the size of the organisations who responded to our survey (i.e., smaller trusts compared to larger trusts).

In relation to the implementation of STPCD 2023, the vast majority (99%) are increasing pay in line with the recommendations, which was similar to the position in last year's survey. This was also the position in 2021. Interestingly, 1% of respondents (one trust) this year intend to increase pay, but below the STPCD recommendation.

Like last year, the results this year suggest there is little interest in departing from the national pay scales and increases for trusts to create their own teacher pay scale. The majority of respondents stated that the reason for this is that they wanted to continue to follow STPCD recommendations (84%). Another reason is the ability to be able to recruit talent competitively (51%), indicating that paying national rates of pay is likely to ensure this.

Automatic pay progression

Similarly, there is little change with regards to moving towards automatic pay progression. In 2022, 60.53% of respondents linked pay to performance compared to an increase of 66% of respondents this year. However, there was also an increase in those planning to change to automatic pay progression from last year (9.21% in 2022 and 11% in 2023). 90% of respondents said they will continue to follow STPCD pay ranges and have no plans to create their own pay scale which is a reduction of 2% compared to last year. So perhaps there is an emerging trend to make some changes.

There are also some interesting comments captured in the survey, including one comment where the Main Pay Range has been split into half points so that they can be more flexible with progression.

Support staff

In relation to support staff, the results show that 89% of respondents still adopt the NJC Green Book pay scale for support staff, with 11% having moved away from NJC.

Of note is the difference between the total number of respondents who applied the STPCD pay increase for teachers in full this year, at 99%, against the NJC pay increase for support staff, which was much lower at 88%.

9% of trusts either applied for a lower overall increase to support staff pay this year or remained undecided at the time of completing the survey with regards to what they intended to do. Commentary and insights from trusts highlight, that considerations around overall affordability is impacting the sector here. However, it is noted that 3% of the trusts who responded applied an increase to support staff pay above that of the NJC increase this year.

These results are indicative of the complex factors influencing decisions around support staff pay in the sector. The survey results show that a larger proportion of trusts have already moved away from NJC pay for support staff, at 11%, as opposed to STPCD for teachers, at 5%.

Greater financial control

Commentary to the survey suggests that factors around having greater financial control are an important consideration, at 18%, but so too are wider factors around the design of pay scales across trusts. Of note is commentary around the lack of flexibility within the NJC pay scale to accommodate senior and executive support staff roles within trusts, with some respondents looking to add additional pay points to their existing pay scales or design a new pay scale to address this need. 14% of the responses about potentially moving away from the NJC pay scale were associated with the need for greater flexibility.

Other factors highlighted by the survey relate to considerations for multi-county trusts and trusts with out of county growth plans owing to the nature of local collective bargaining and pay scale design across NJC support staff pay. Of the respondents thinking of moving away from NJC pay for support staff, 22% say this relates to considerations around equal pay, with commentary suggesting that some trusts are experiencing challenges with the design, application and management of support staff pay across the trust where multiple pay scales exist (presumably inherited local authority grading structures).

On a final point here is commentary to suggest some trusts are considering the impact of inequality between teaching pay and support staff pay increases, with this point influencing their decision to potentially move away from NJC pay for support staff.

Reward strategy: key considerations

Although the survey shows the appetite continues to be to follow STPCD and NJC, it is important to note that trusts do have options in relation to pay in the future and should consider this as part of a wider reward strategy. For example, you may want to:

- Create your own approach to pay. This could improve recruitment and retention, and whilst the unions may not like a shift away from the national position, that shouldn't put you off from creating an employment value proposition that really works for your organisation. It is interesting to note that the teacher unions are keen on trusts de-coupling the link between pay and progression, even though that is a key element of STPCD.
- Adopt a hybrid approach, with some reference to STPCD or NJC terms but putting in place more flexibilities that allow you to reward your staff for the work they do in different ways. Any variances from national terms would be set out in the contract of employment. After TUPE, STPCD becomes contractual for teachers. Depending on the wording of the teacher contract, new STPCD terms may not automatically apply, giving you more flexibility to set different terms. The NJC is a collective agreement that transfers, but the agreement is static at the point of transfer which means there is no automatic right to have subsequent editions/revisions to that collective agreement unless you have voluntarily decided to adopt these collective

agreements. Our advice is that you should check the wording in your contracts to determine whether subsequent changes to national terms and conditions would be applied automatically.

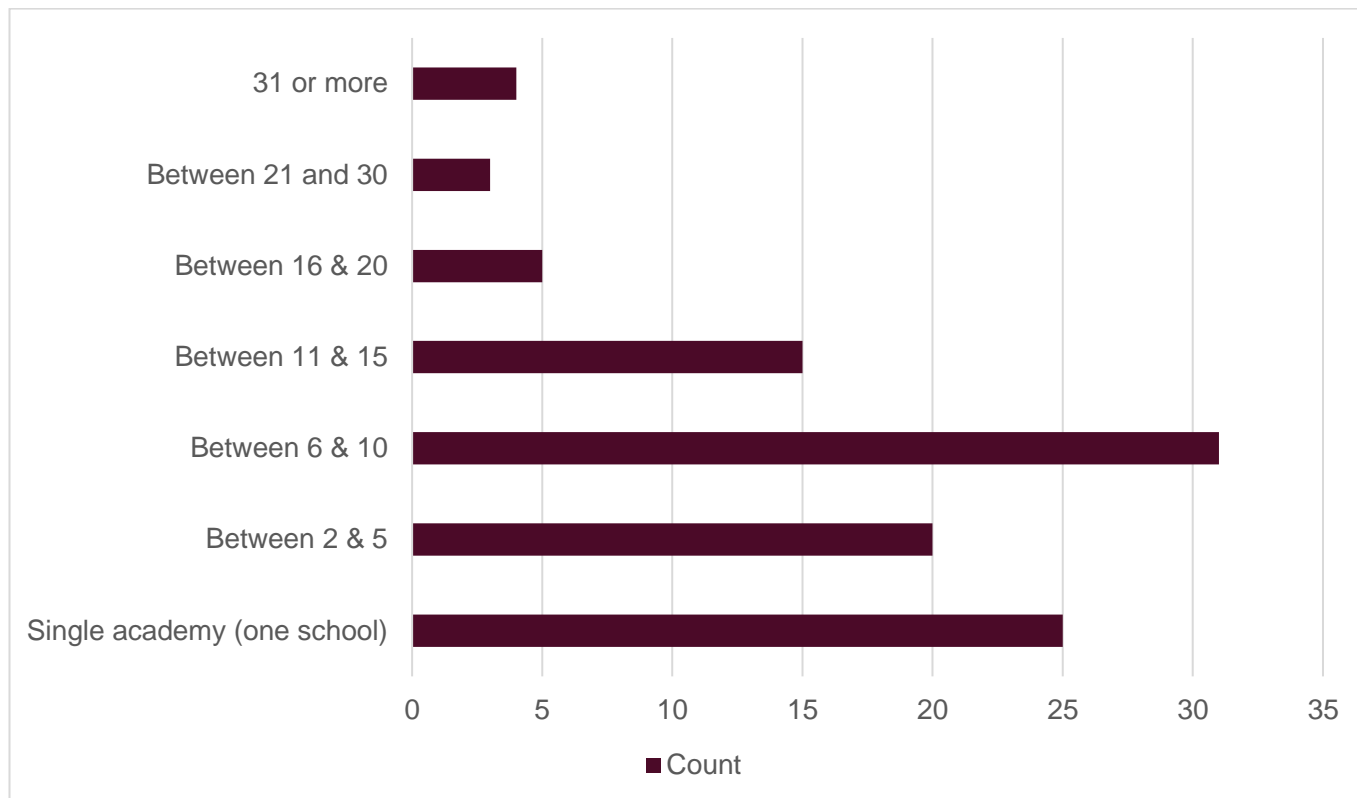
Conclusion

It will be interesting to see whether the trend for more trusts to have moved away from NJC as opposed to STPCD continues to grow, and to see if more trusts move away from the link between pay and performance, as the survey results indicates that there is some interest in doing this. In any event, it is good practice to regularly review your appraisal systems to ensure they are improving and developing performance which is the purpose.

Your reward strategy should meet your needs. Following the STPCD and NJC is perfectly reasonable, but it's still important to consider other options that may be appropriate now or sometime in the future as your organisation develops.

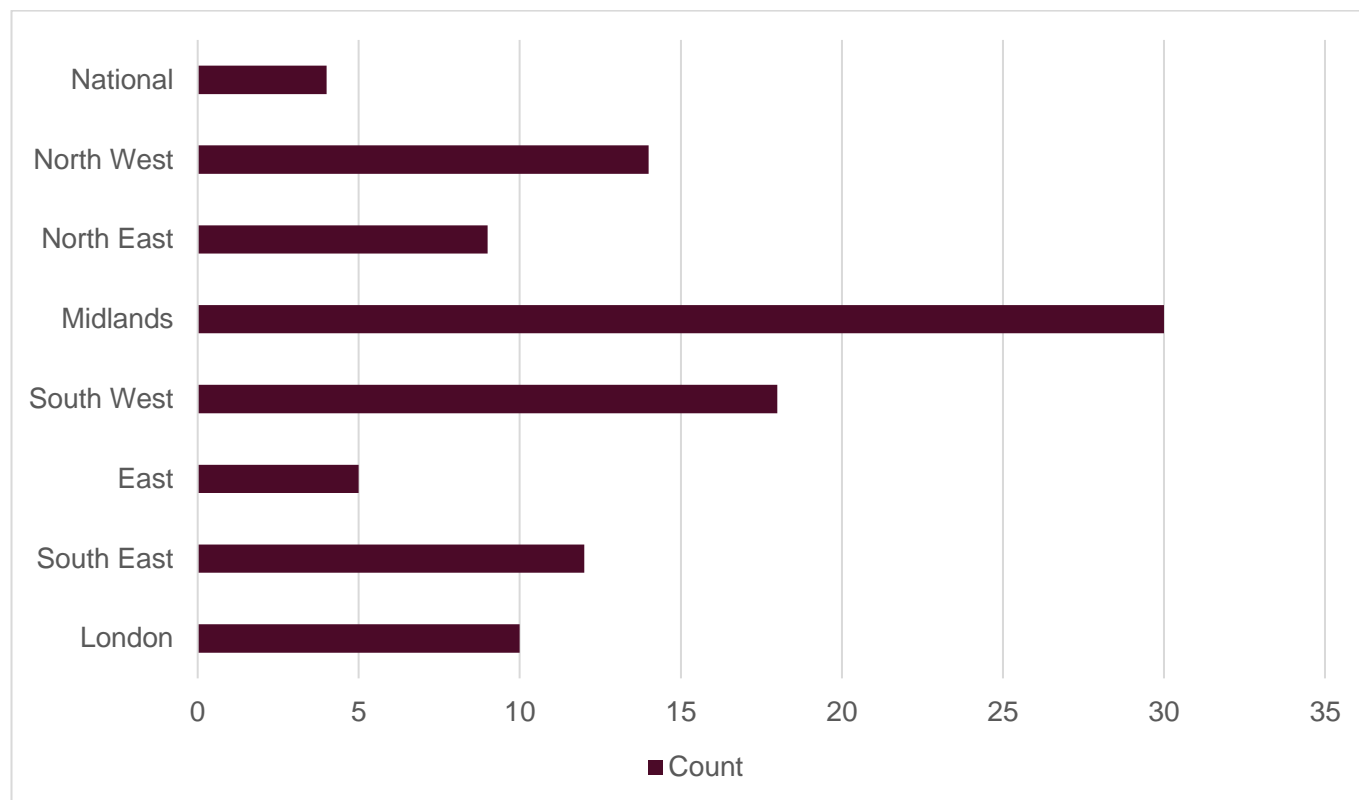
Notes: The Pay Survey 2023 closed on 30 November 2023 and 103 respondents took part, representing trusts from across all regions of the country. The survey did not require a forced response to each question.

How many academies (schools) are in your academy trust?



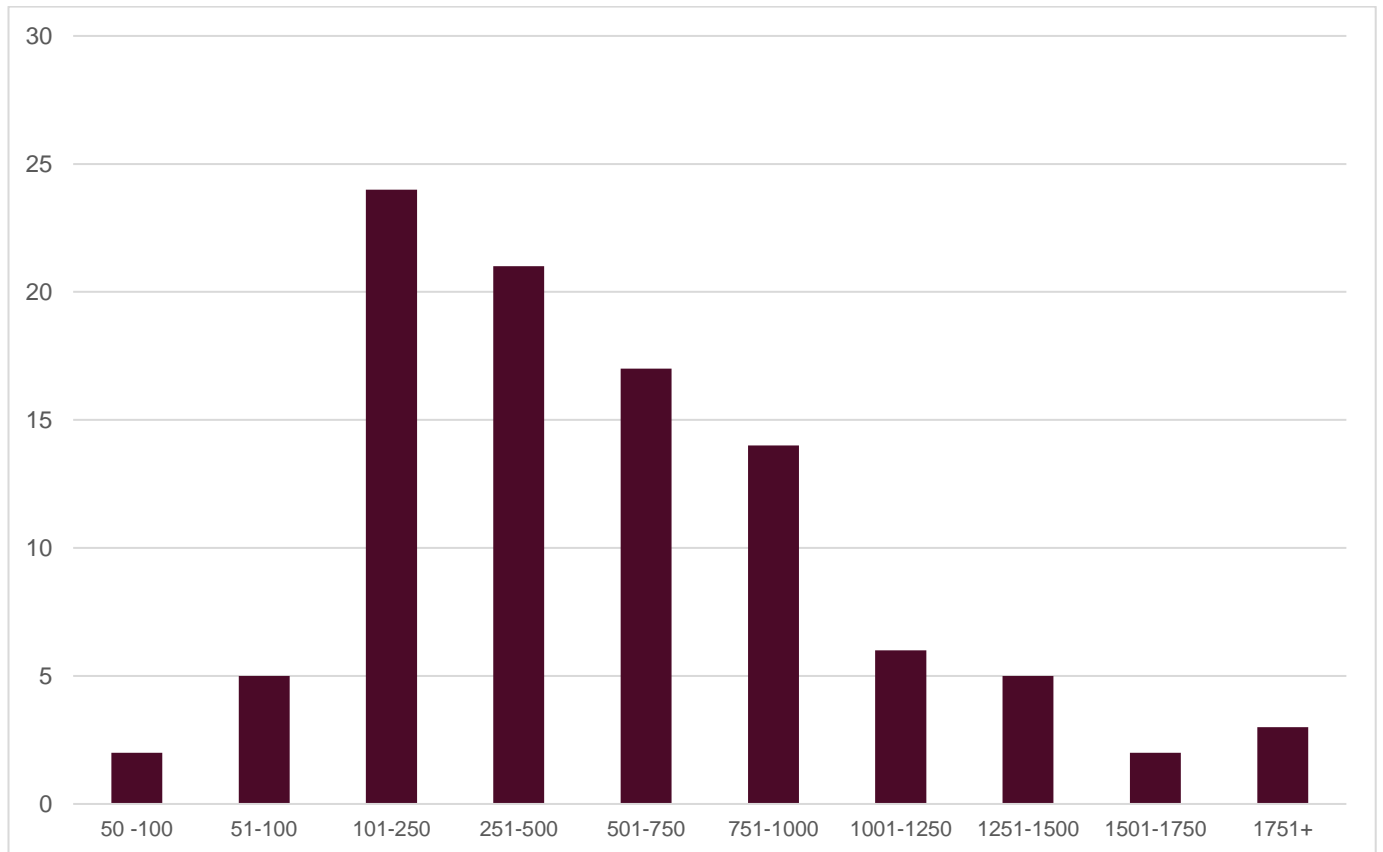
Answer	Percentage	Count
Single academy (one school)	24%	25
Between 2 & 5	19%	20
Between 6 & 10	30%	31
Between 11 & 15	15%	15
Between 16 & 20	5%	5
Between 21 and 30	3%	3
31 or more	4%	4

Where is your Trust predominately based?



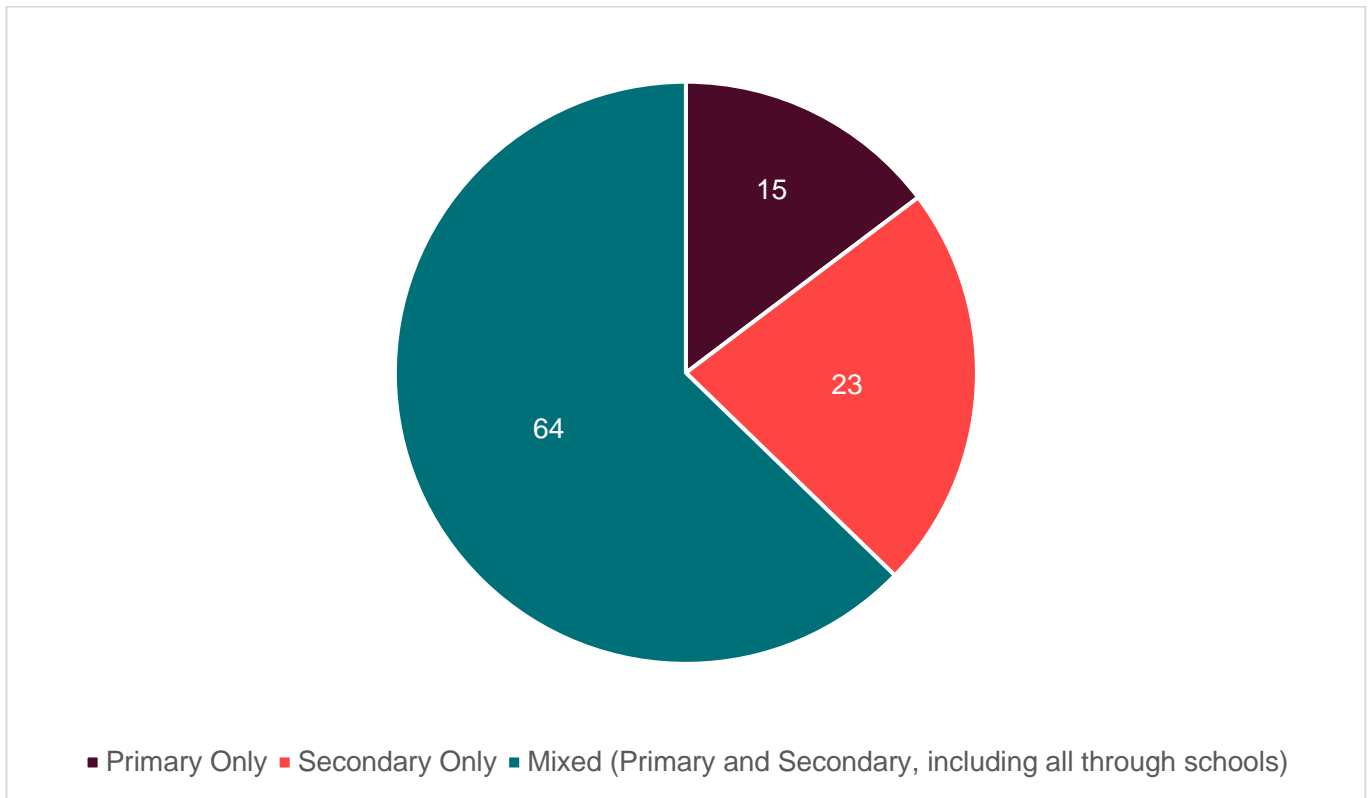
Answer	Percentage	Count
London	10%	10
South East	12%	12
East	5%	5
South West	18%	18
Midlands	29%	30
North East	9%	9
North West	14%	14
National	4%	4

Approximately how many employees do you employ within your trust?



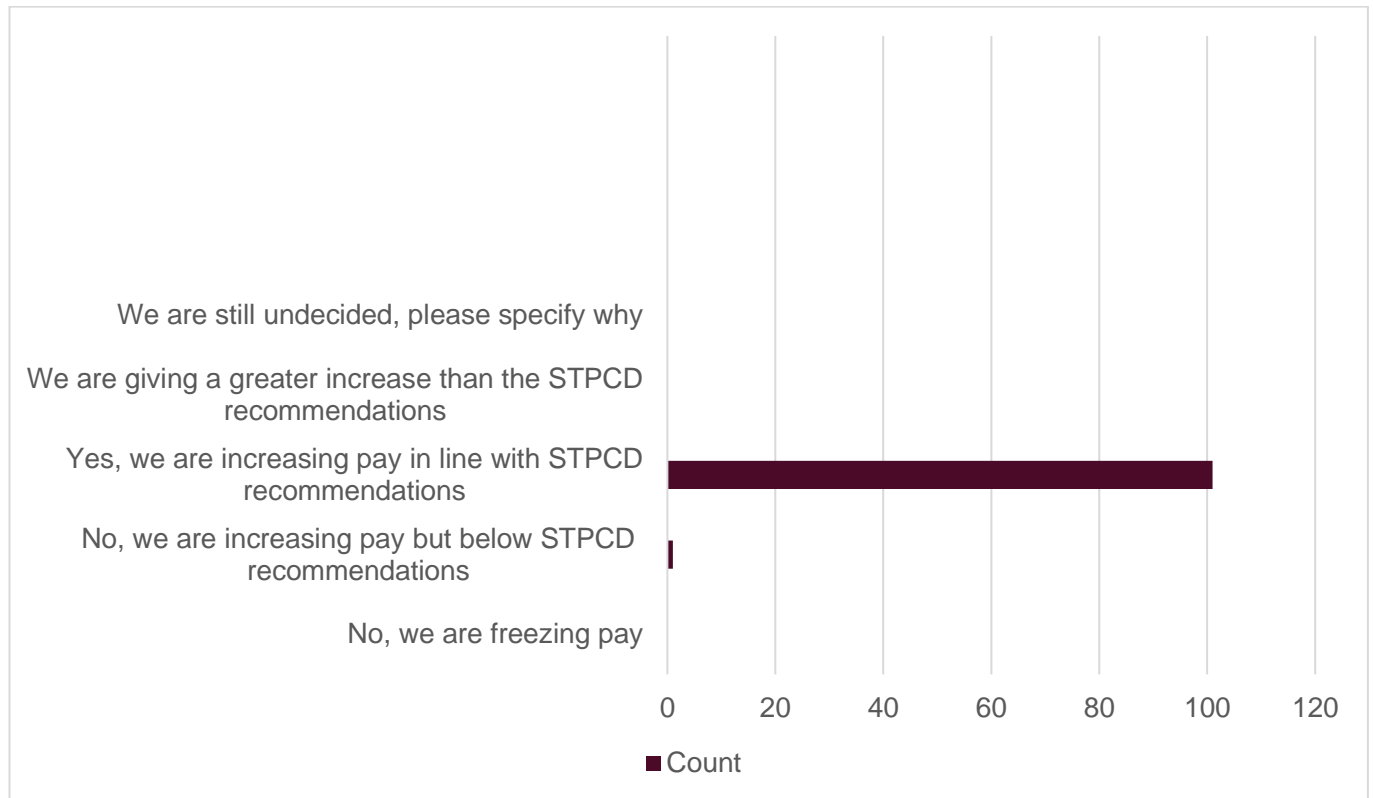
Answer	Percentage	Count
1 _ 50	2%	2
51_100	5%	5
101_250	25%	24
251_500	21%	21
501_750	17%	17
751_1000	14%	14
1001_1250	6%	6
1251_1500	5%	5
1501_1750	2%	2
1751+	3%	3

Across which phases?



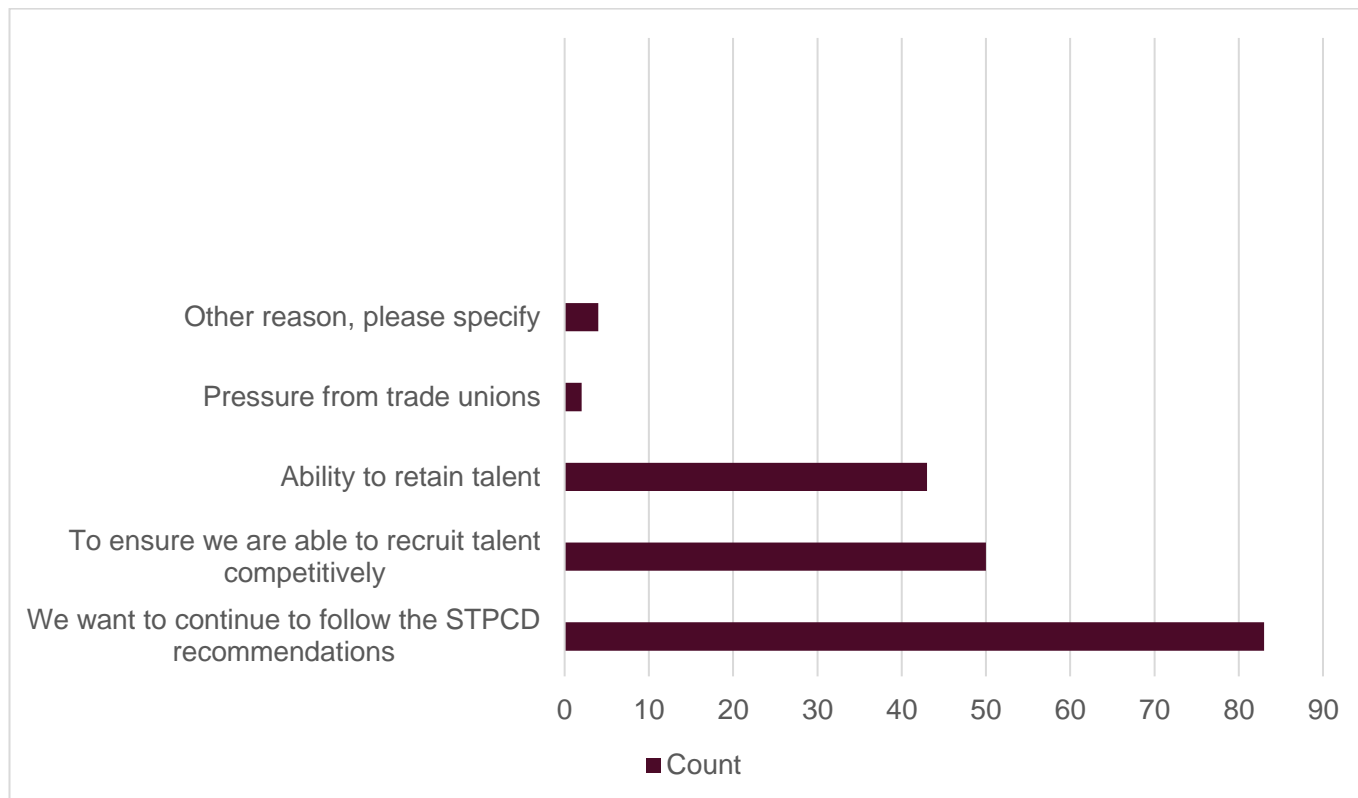
Answer	Percentage	Count
Primary Only	15%	15
Secondary Only	23%	23
Mixed (Primary and Secondary, including all through schools)	63%	64

Teachers – Are you following the STPCD recommendations for staff pay this year?



Answer	Percentage	Count
No, we are freezing pay	0%	0
No, we are increasing pay but below STPCD recommendations	1%	1
Yes, we are increasing pay in line with STPCD recommendations	99%	101
We are giving a greater increase than the STPCD recommendations	0%	0
We are still undecided, please specify why	0%	0

If you are giving an increase, what has driven this decision? (Tick all that apply)



Answer	Percentage	Count
We want to continue to follow the STPCD recommendations	84%	83
To ensure we are able to recruit talent competitively	51%	50
Ability to retain talent	43%	43
Pressure from trade unions	2%	2
Other reason, please specify	4%	4

Additional answers

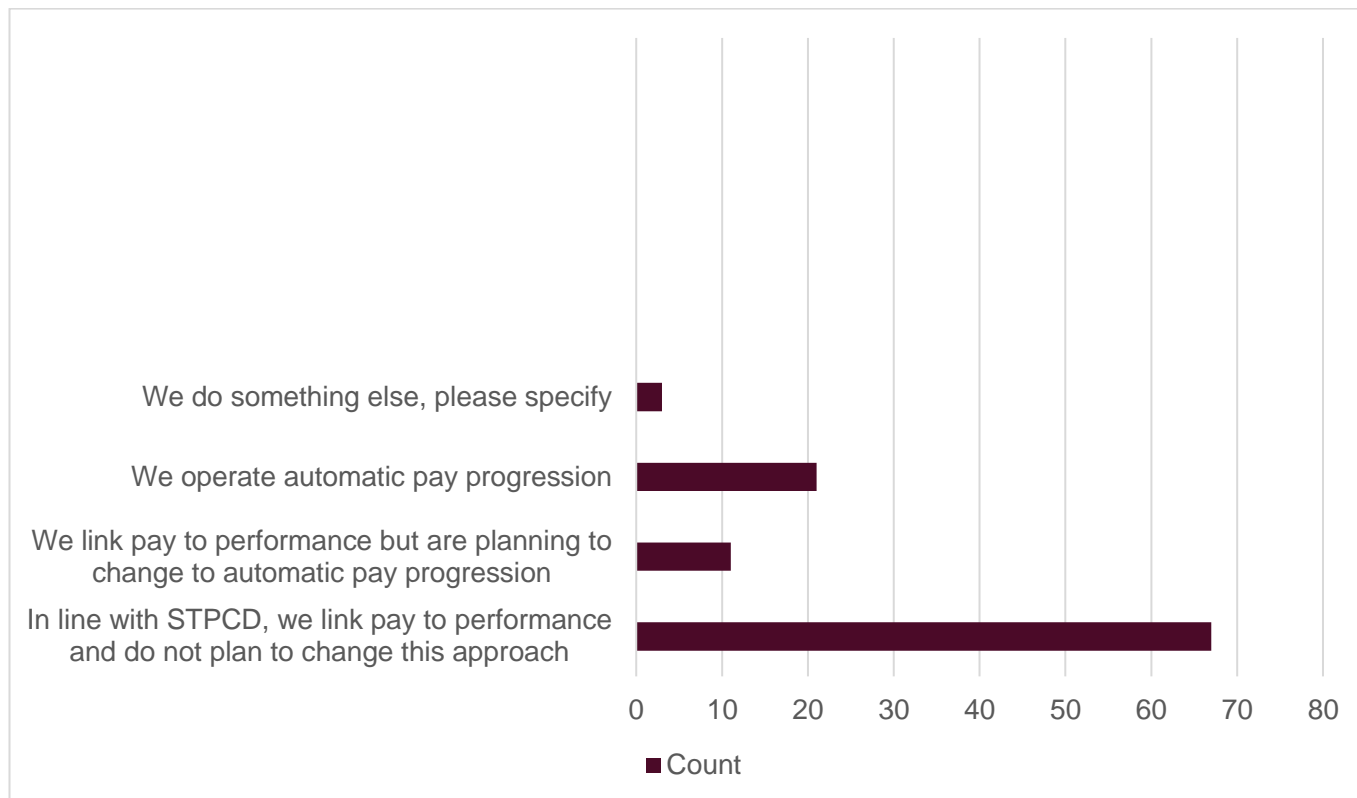
Moral and ethical compass

Morally right to do

It makes sense to follow centrally negotiated award rather than attempting to negotiate separately

Contractual

What is your position on pay based on performance for teachers?



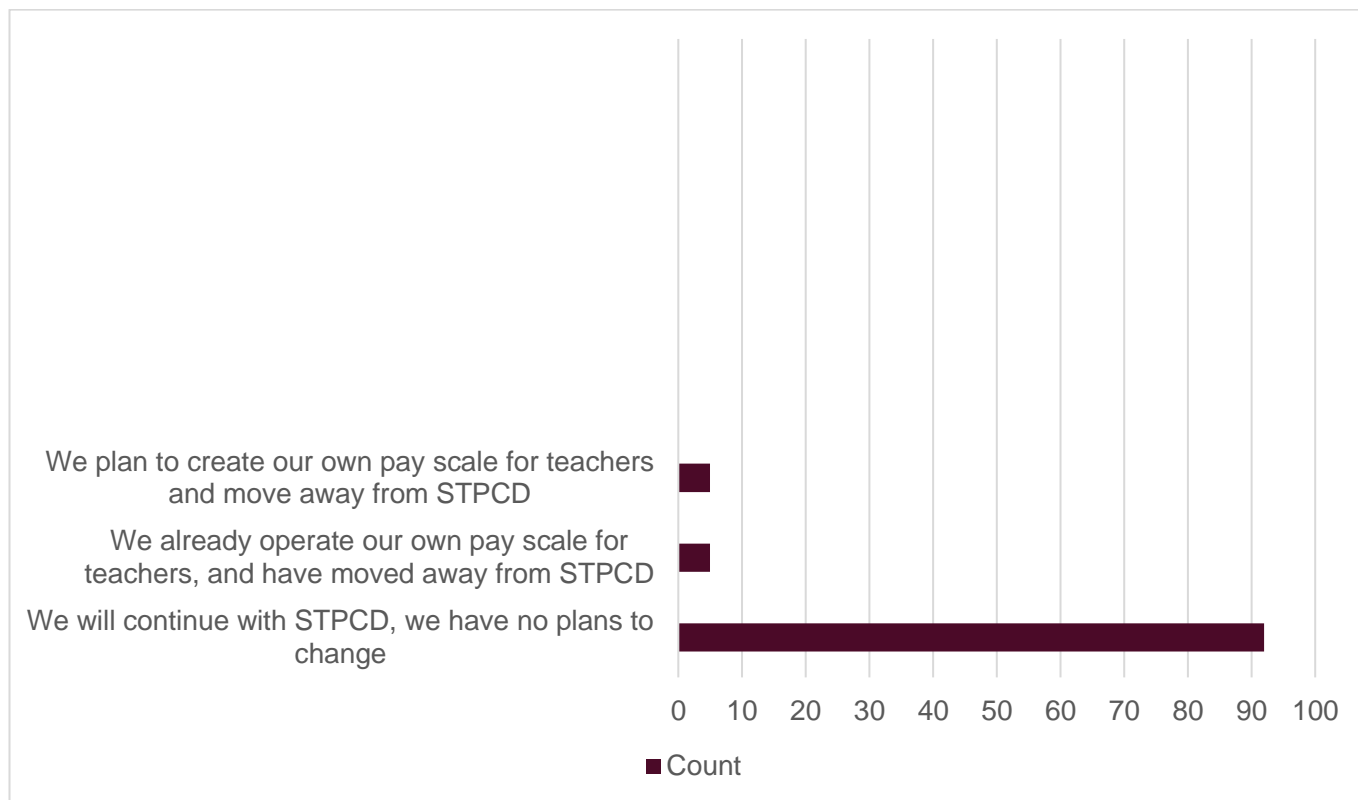
Answer	Percentage	Count
In line with STPCD, we link pay to performance and do not plan to change this approach	66%	67
We link pay to performance but are planning to change to automatic pay progression	11%	11
We operate automatic pay progression	21%	21
We do something else, please specify	3%	3

Additional answers

Pay increase automatic, but scale movement linked to performance

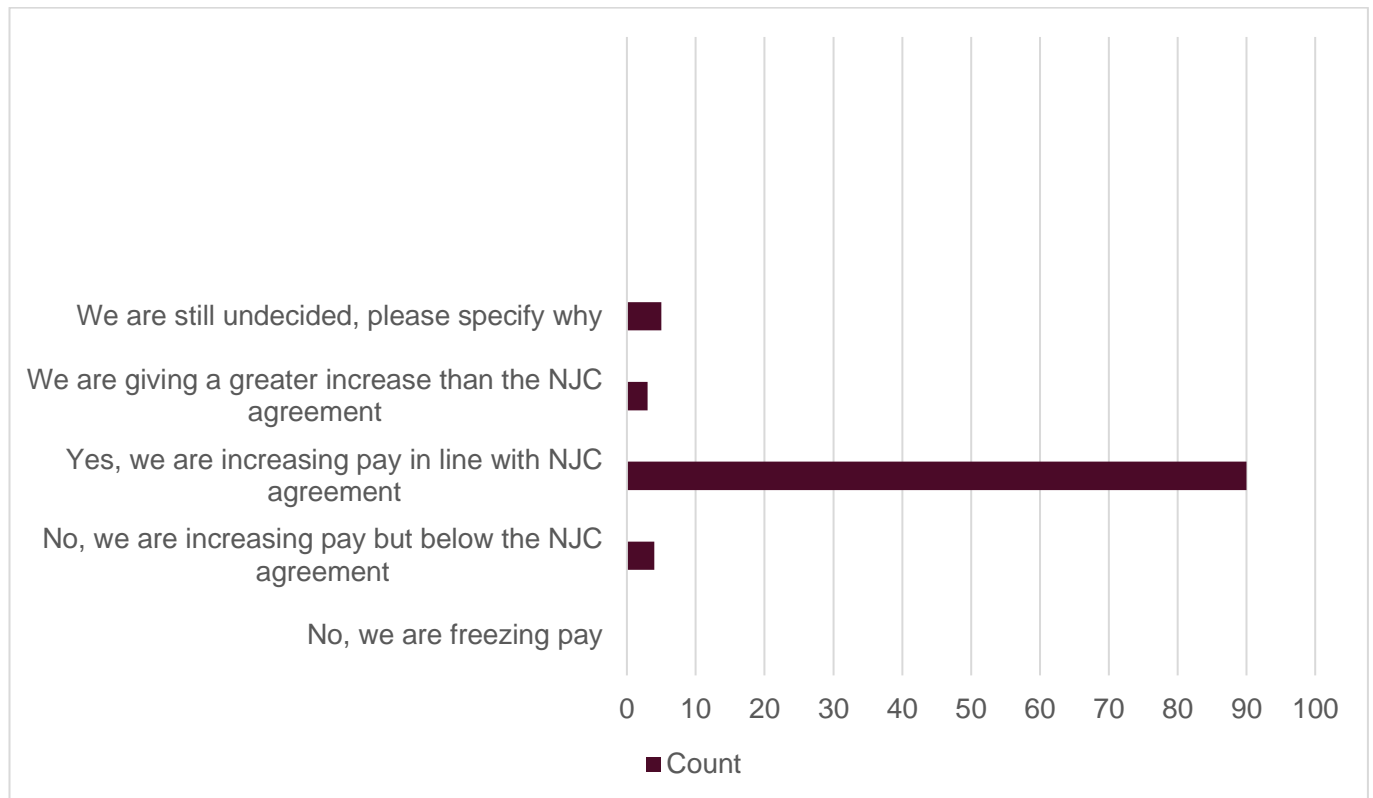
Automatic unless performance or conduct concerns which are already being managed (no surprises approach)

Going forward, do you plan to continue to follow the STPCD pay range or do you plan to create your own pay scale?



Answer	Percentage	Count
We will continue with STPCD, we have no plans to change	90%	92
We already operate our own pay scale for teachers, and have moved away from STPCD	5%	5
We plan to create our own pay scale for teachers and move away from STPCD	5%	5

Support Staff – Are you following the NJC (Green Book) agreement for staff pay this year?



Answer	Percentage	Count
No, we are freezing pay	0%	0
No, we are increasing pay but below the NJC agreement	4%	4
Yes, we are increasing pay in line with NJC agreement	88%	90
We are giving a greater increase than the NJC agreement	3%	3
We are still undecided, please specify why	5%	5

Additional answers

We are matching the NJC pay scales but to not follow the T&C's of the Green book

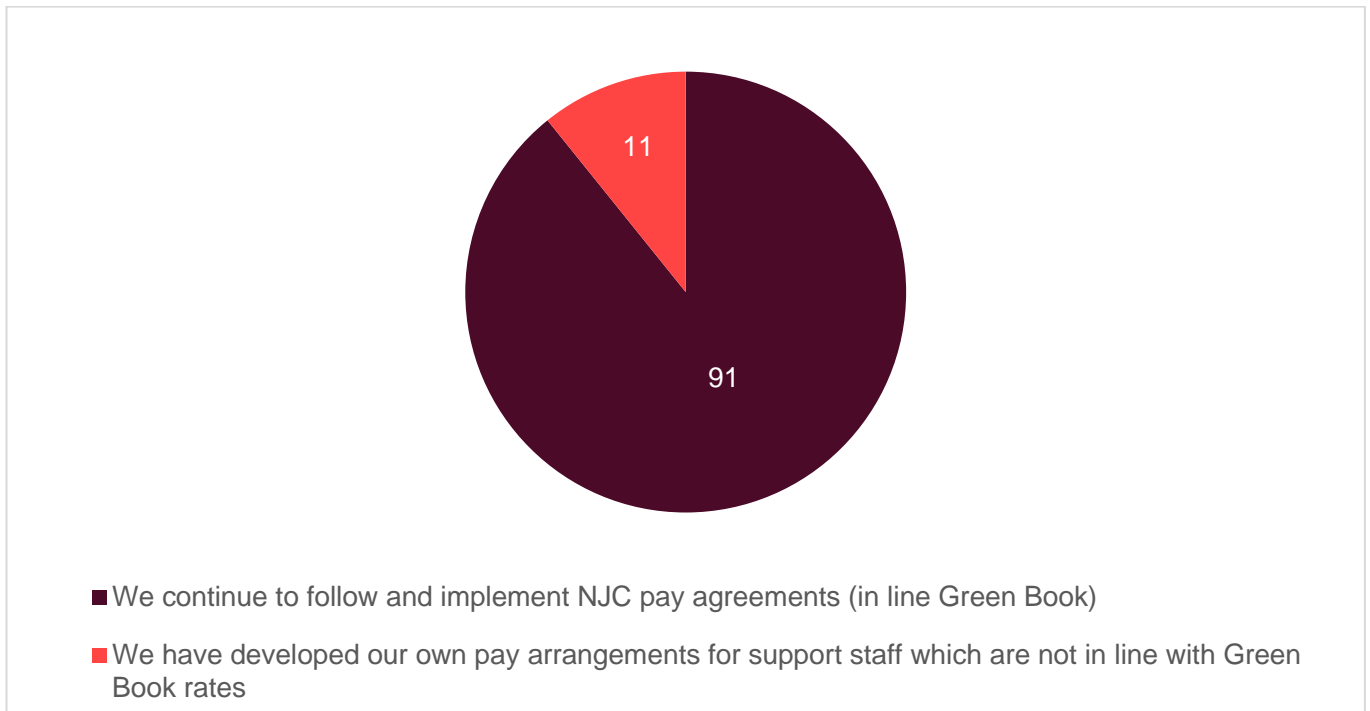
We follow Buckinghamshire T&Cs & pay scales for support staff, not NJC.

Looking like we will be increasing in line with NJC but from 1st November with no back pay and then increasing again to the RLW from 1st April 2024. We increase SS pay every April and did not account for a further increase within this years budget. For many years we have been working towards paying the RLW which we attained for the majority of our staff in the last couple of years.

We are increasing pay in line with NJC but from September 23 and not back dating to April

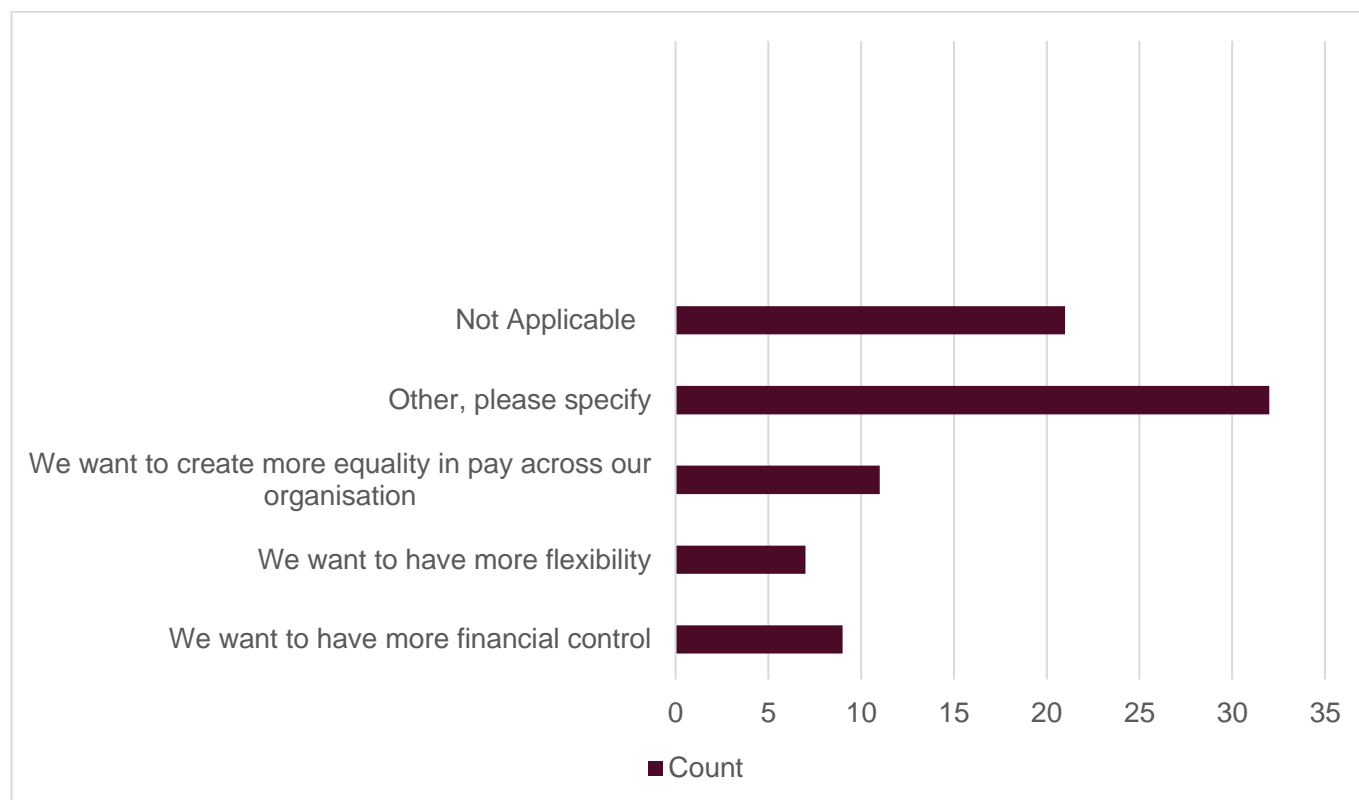
Impact on budget - extra £300k deficit to balance

What is your position in relation to support staff pay?



Answer	Percentage	Count
We continue to follow and implement NJC pay agreements (in line Green Book)	89%	91
We have developed our own pay arrangements for support staff which are not in line with Green Book rates	11%	11

If you are planning to create your own pay scales, what is driving that decision? (Tick all that apply)



Answer	Percentage	Count
We want to have more financial control	11%	9
We want to have more flexibility	9%	7
We want to create more equality in pay across our organisation	14%	11
Other, please specify	40%	32
Not Applicable	26%	21

Please provide further details

We follow Bucks but we will most likely give support staff 6.5% in line with teachers with effect from 1 April 2024 to ensure parity between all staff. If Bucks offer less than 6.5% we will most probably make up to 6.5% with a one-off payment

all of the above

Not planning to change - although may have to review Teaching Assistant Pay to recruit going forwards

We have our own pay scales for the most senior roles.

Green book (derived from local council which is greater than njc). But added on lots of pay points for exec team

Trustees are concerned about costs and want to keep the issue of pay scales NJC and Burgundy Book under review

We want to be more competitive in the job market