

Teacher Pay Survey 2022

Results

We're pleased to share with you the results of our annual Teacher Pay Survey.

Each year, we distribute a survey to capture and understand what trusts intend to do in relation to national decisions on teacher pay. Whilst academies do not have to follow the nationally agreed increases, most usually do, and this year's results certainly show that this continues to be the case. In fact, the picture largely remains the same in terms of the adoption of the national decisions made and the complete adoption of the School Teachers Pay and Conditions Document (STPCD) in this survey compared with 2021.

The results here suggest there is little interest in departing from the national pay scales and increases for trusts to create their own teacher pay scale. Similarly, there is little change with regards to moving towards automatic pay progression.

This year saw 100% of the respondents adopt the [Schools Teachers' Pay and Conditions \(STPCD\) 2022](#). Last year was a different picture, given that the national decision was to issue a pay freeze to the scales, with a small number of trusts (15%) offering an increase of some form, over and above the freeze.

What is more interesting are the comments captured in the survey. Many trust representatives have said that they have always committed to matching the national pay scales, and this year is just a continuation of that commitment. Others have said that they have also done the same, but have struggled this year more than most, having had to use financial reserves for the first time to fund the increase.

Other comments suggest that there is reticence to change from the national scales and decisions, due to a perception that doing so would lead to union friction and would worsen recruitment and retention. One Trust stated that pay offered in their organisation "should always be at least as good as other institutions".

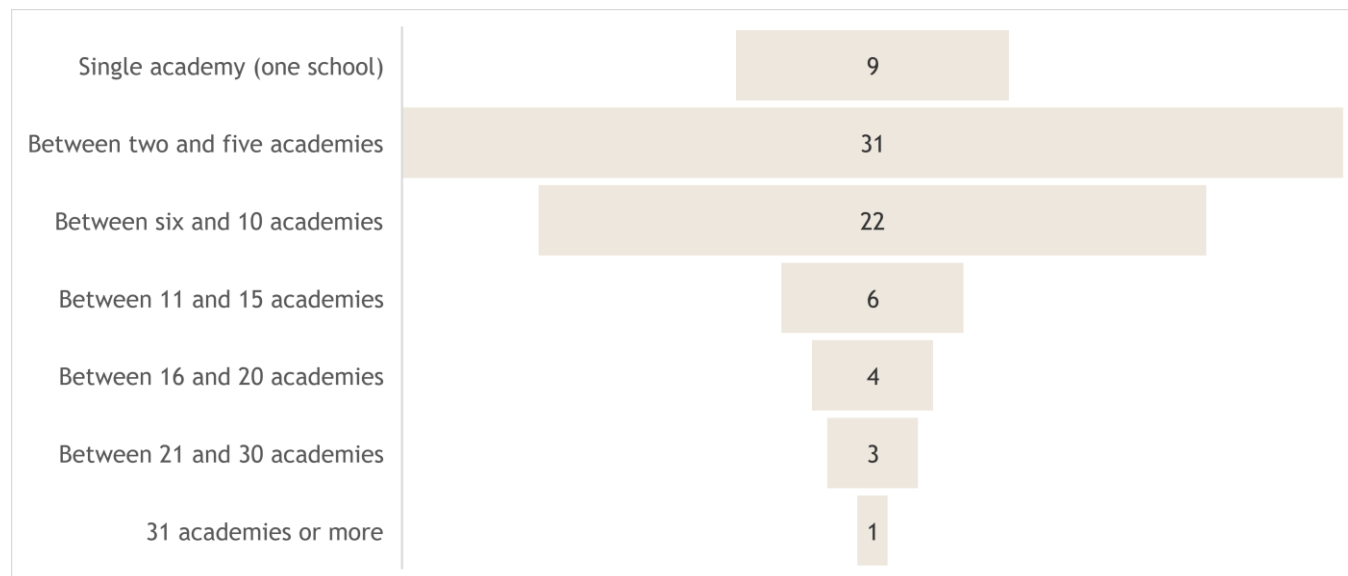
In thinking about how trusts may operate teacher pay in the future, here are some points to think about:

- Creating your own approach to teacher pay (or other groups for that matter) will not automatically bring negative results. Managing your own destiny with regards to pay budgeting is attractive and does not have to be less favourable; it 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.
- You may also like to adopt a hybrid approach, with some reference to STPCD but putting in place more flexibilities that allow you to reward your staff for the work they do in different ways. For example, use of bonuses or other allowances not permissible under STPCD.
- TUPE does not automatically give teachers the right to increases in the STPCD, this is because transferred terms and conditions or transferred collective agreements (like STPCD and NJC) are static (i.e. as they stood at the point of the TUPE transfer). This means that there is no automatic right to have subsequent editions/revisions to those collective agreements applied. However, if a Trust has voluntarily decided that it adopts these collective agreements (which should be recorded in the employment contracts), the Trust will be bound by subsequent changes to them. Also remember that the STPCD is not a statutory instrument for academies like it is in maintained schools. It's a must for maintained schools and academies have a choice whether to adopt it or not. Our advice is that you should check the contractual entitlement to the increases afforded in the STPCD before making an assumption that you must adopt the increases on this basis.
- Consider the approach adopted by some larger trusts in terms of moving away from performance related pay. You may want to think about your performance management system and what it is there for. Reviewing appraisal systems to focus on improving and developing performance, de-coupled from pay progression may be something that can be contemplated in a trust depending on where they are in their development. Although it is not being widely considered by trusts according to the responses, it is something that you may want to consider. That will move you away from STPCD but again you are allowed to do so under academy freedoms.

It's certainly worth considering your reward strategy to make sure that what you are doing meets your needs. Following the STPCD 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.

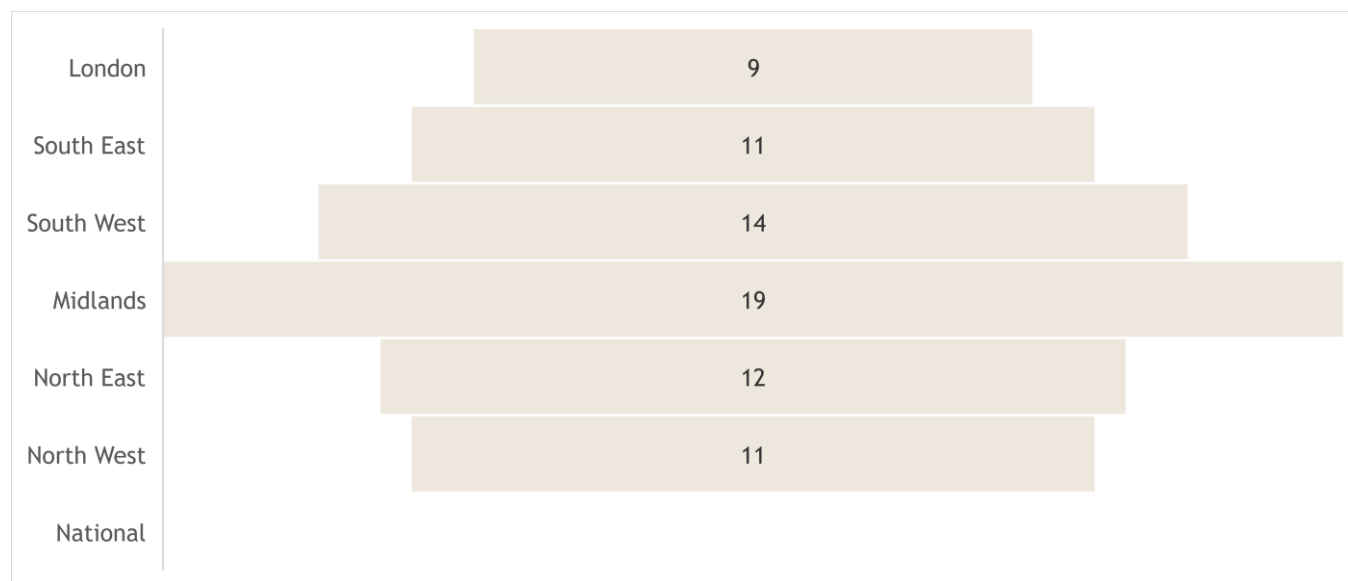
Notes: The Teacher Pay Survey 2022 closed on 9 December and 79 respondents took part, representing trusts from across all regions of the country. The survey did not require a forced response to each question.

Q1 - How many academies (schools) are in your academy trust?



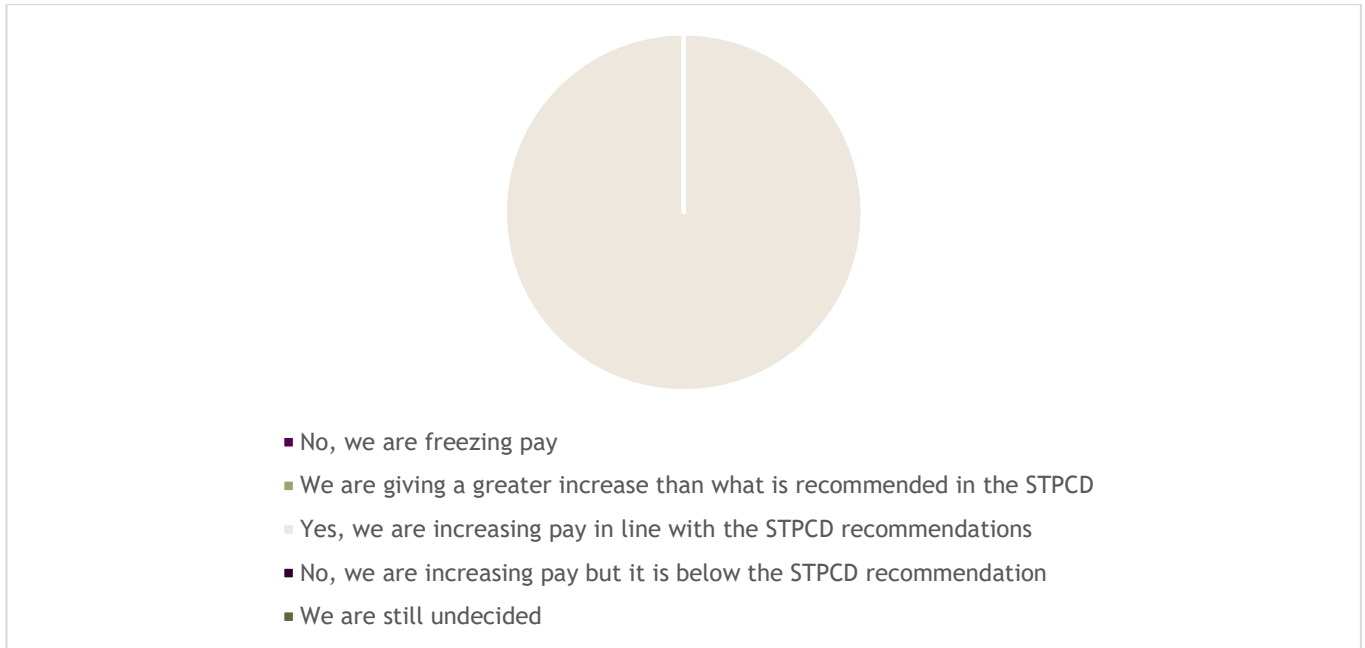
Answer	%
Single academy (one school)	11.84%
Between two and five academies	40.79%
Between six and 10 academies	28.95%
Between 11 and 15 academies	7.89%
Between 16 and 20 academies	5.26%
Between 21 and 30 academies	3.95%
31 academies or more	1.32%

Q2 - Where is your trust predominately based?



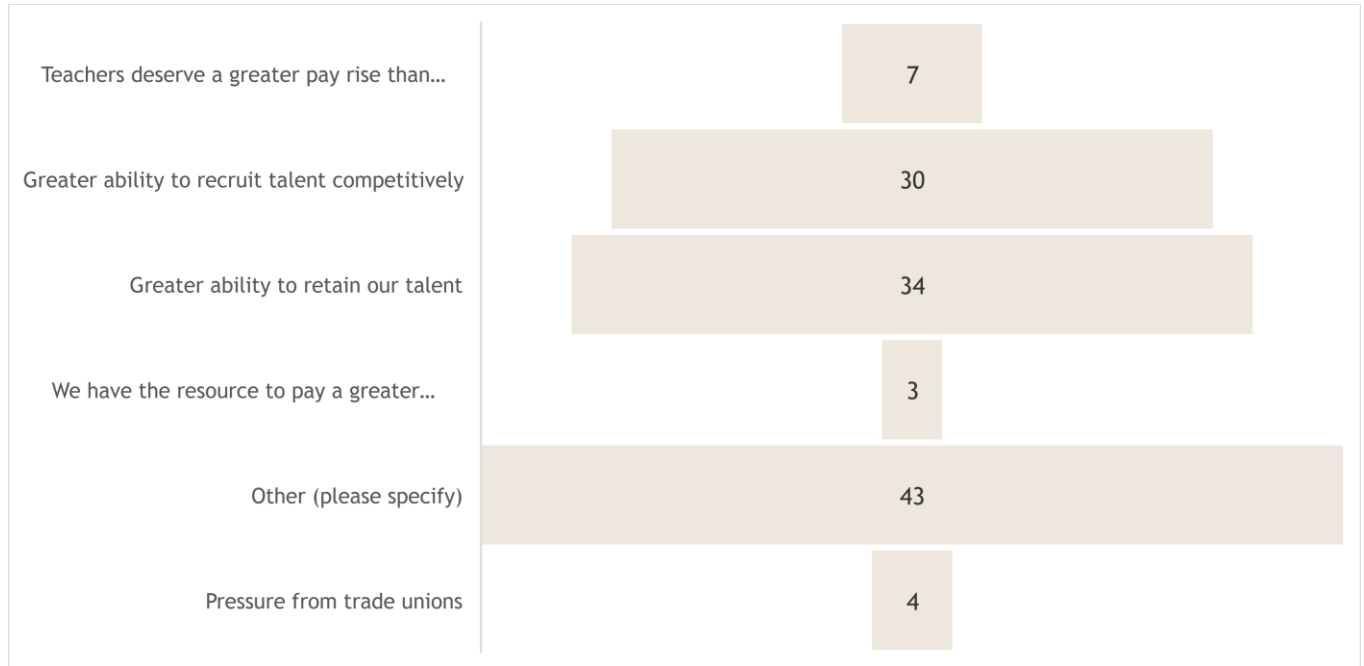
Answer	%
London	11.84%
South East	14.47%
South West	18.42%
Midlands	25.00%
North East	15.79%
North West	14.47%
National	0.00%

Q3 - Are you following the STPCD recommendations for staff pay this year?



Answer	%
No, we are freezing pay	0%
We are giving a greater increase than what is recommended in the STPCD	0%
Yes, we are increasing pay in line with the STPCD recommendations	100%
No, we are increasing pay but it is below the STPCD recommendation	0%
We are still undecided	0%

Q4 - If you are giving an increase what has driven that decision? (tick all that apply)



Answer	%
Teachers deserve a greater pay rise than what has been recommended in the STPCD	5.79%
Greater ability to recruit talent competitively	24.79%
Greater ability to retain our talent	28.10%
We have the resource to pay a greater increase than the STPCD recommendation	2.48%
Other (please specify)	35.54%
Pressure from trade unions	3.31%

Select insights from additional responses:

Our commitment at TUPE has always been to match and improve on the offer from the local authority.

It would not be fair to not pay in line with national pay levels, while we believe that staff deserve the rise.

We would also be concerned that our reputation would be affected, and we strive to be considered an employer of choice.

We are committed to aligning with national pay awards for recruitment and retention reasons.

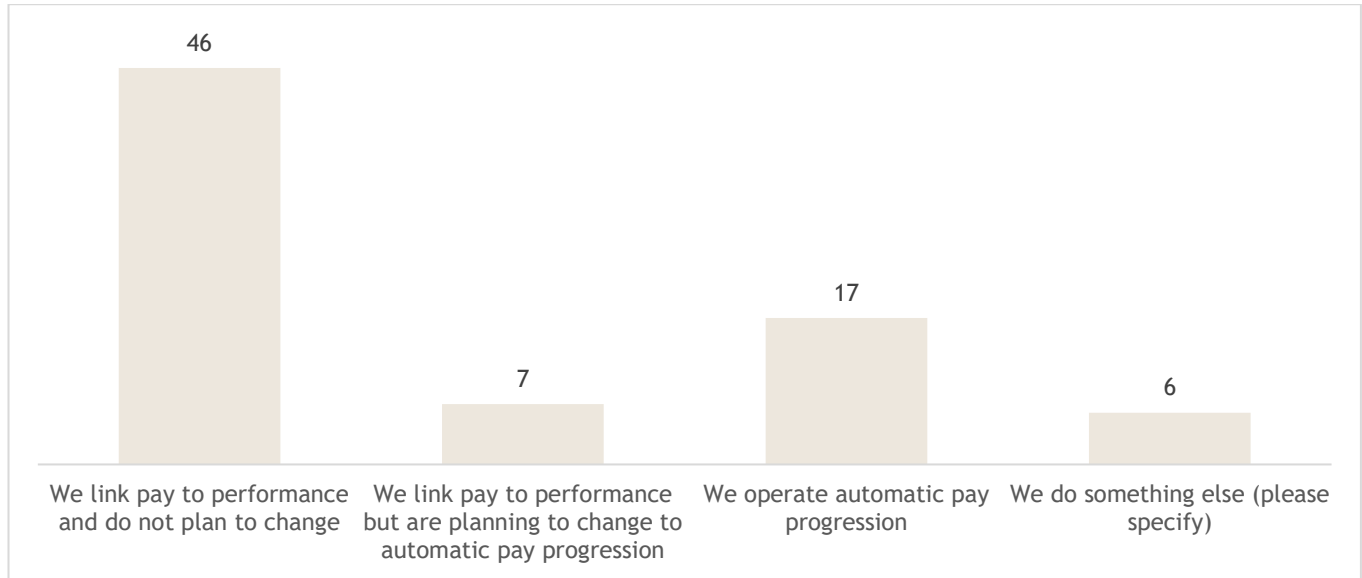
Commitment to follow STPCD on conversion, plus moral and legal obligations with regards to staff well being

We always follow the Pay Policy recommendation as negotiated between our local authority and trade unions.

Teachers are struggling with the cost of living now. We don't recognise trade unions and have no collective bargaining arrangements and STPCD is not incorporated into T&Cs - but we "give consideration to national pay arrangements".

As a Trust, we have always held the view that it should always be at least as good as other institutions to work with us. If we pay below minimum expectations, we will lose great staff and be unable to recruit talented people.

Q7 - What is your position on pay for performance for teachers?



Answer	%
We link pay to performance and do not plan to change	60.53%
We link pay to performance but are planning to change to automatic pay progression	9.21%
We operate automatic pay progression	22.37%
We do something else (please specify)	7.89%

Please tell us about your position on pay for performance here:

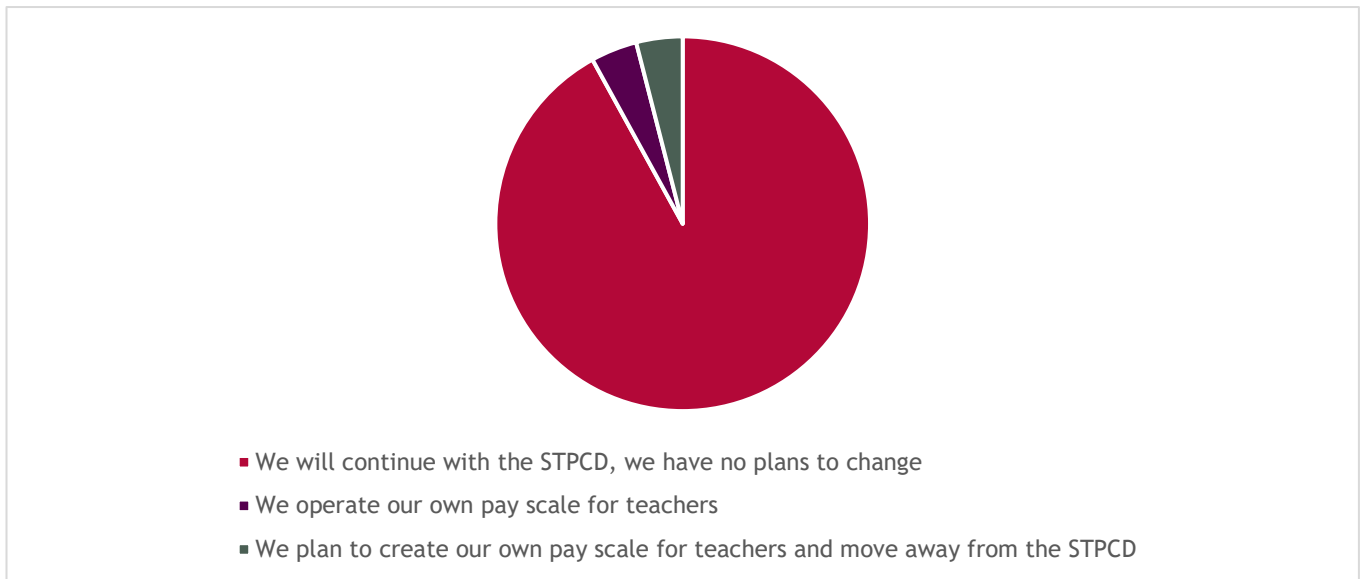
We operate automatic progression, apart from an application process to cross the threshold to UPS.

- We operate automatic pay progression with the exception of movement through threshold (remains subject to application and assessment) or any member of staff subject to performance support (both informal or formal).
- Automatic progression with UPR is bi-annual.
- Early progression within UPR or 'double-jumps' are considered exceptionally on a case-by-case basis which must be put forward by headteachers (i.e. not open to staff application, but leadership-led).

Mostly automatic but pay progression at certain points: M6 - UPS1 and certain bars at leadership scales

We operate automatic progression unless the teacher is subject to formal capability procedures.

Q8 - Going forward, do you plan to continue to follow the STPCD or do you plan to create your own pay scale?



Answer	%
Continue STPCD with no plan to change	92.00%
We operate our own pay scale for teachers	4.00%
We plan to create our own pay scale for teachers and move away from the STPCD	4.00%