



Rt Hon Gavin Williamson CBE MP

Secretary of State

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SCHOOL TEACHERS' REVIEW BODY (STRB) REMIT: MATTERS FOR REPORT

I would first of all like to offer my thanks for the STRB's work over the last year on its 29th report. From September, schools across England will be implementing new pay policies based on the recommendations of that report. I am now writing to ask for your recommendations on the 2020/21 pay award.

This government recently announced additional investment of £14 billion in primary and secondary education between now and 2022-23. We want to ensure this investment is supporting a world-leading education system. The teacher workforce and pay system are a crucial part of that and it is therefore important that the funding spent on pay is invested as effectively as possible to best address our recruitment and retention challenges. My view is that to achieve this a significant uplift in the starting salary of classroom teachers is required. The government has announced its intention to increase starting salaries to £30,000 nationally by September 2022. For London pay areas you will wish to set out recommendations on the appropriate higher starting salaries. Such starting salaries, as part of a package which includes 23.6% pension contributions, would put teacher pay where it belongs, amongst the most competitive in the graduate labour market.

It is important that alongside the significant increase to starting salaries, schools are supported to ensure spending on pay is as efficiently directed as possible. To that end, I

am asking you to set out additional advice to schools on the pay progression pathway for classroom teachers, including advisory pay points on the main and upper pay ranges, to support schools to address recruitment and retention challenges and reward good performance. My written evidence will present – based on the latest evidence and data - a strong case for schools to move towards a relatively flatter pay progression structure than is currently typical, alongside significantly higher starting and early career salaries. It will, of course, remain the case that schools will be responsible for determining increases in individual teachers' pay on the basis of a school-level assessment of performance.

Of course, in reaching your recommendations on 2020/21 pay award, you will want to ensure they are affordable within the funding settlement announced. It is critical that funding from the settlement is used as effectively as possible, supporting improved educational outcomes. My evidence will set out how a higher starting salary, alongside a revised pay progression structure, can be delivered in a way that is affordable across the school system as a whole whilst addressing the recruitment and retention challenges we face.

Considerations to which the STRB should have regard

In considering your recommendations on the 2020/21 pay award and the additional matters for recommendation set out below, you should have regard to the following:

- a) The need to ensure that any proposals are affordable across the school system as a whole;
- b) 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;
- c) Evidence of the wider state of the labour market in England;
- d) Forecast changes in the pupil population and consequent changes in the level of demand for teachers;
- e) The Government's commitment to the autonomy of 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.

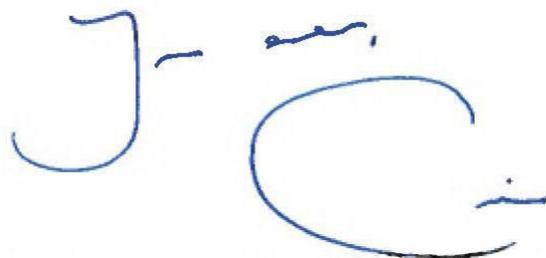
Matters for recommendation

I refer to the STRB the following matters for recommendation:

- An assessment of the adjustments that should be made to the salary and allowance ranges for classroom teachers, unqualified teachers and school leaders to promote recruitment and retention, within the bounds of affordability across the school system as a whole and in the light of my views on the need for an uplift to starting salaries.
- Additional advice to schools on the performance-related pay progression pathway for classroom teachers including advisory pay points on the main and upper pay

ranges. Your views on the role of progression to the upper pay range and the continued case for separate main and upper pay ranges.

I would be grateful if the STRB could aim to provide a report on this matter **during April 2020**. I look forward to receiving your recommendations on the 2020 pay award.



Rt Hon Gavin Williamson CBE MP
Secretary of State for Education