



**Rt Hon Michael Gove MP**  
Secretary of State

Sanctuary Buildings Great Smith Street Westminster London SW1P 3BT  
tel: 0870 0012345 ministers@education.gsi.gov.uk

Dr Anne Wright CBE  
Chair  
School Teachers' Review Body  
Office of Manpower Economics  
6<sup>th</sup> Floor  
Kingsgate House  
66-74 Victoria Street  
LONDON  
SW1E 6SW

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*Dr Anne*

I have written to statutory consultees today to inform them of the outcomes of consultation on the STRB's 19<sup>th</sup> Report and, at the same time, I have invited their views on the draft 2010 School Teachers' Pay and Conditions Document. I enclose a copy of that letter for your information.

The recommendations in your 19<sup>th</sup> Report on special educational needs (SEN) allowances will be reflected in the changes I am proposing to both the Document and the statutory guidance. However, you will note that I have decided not to implement criteria for appointment to the leadership group. The Government is committed to giving schools greater freedom and flexibility over the pay and conditions of teachers. I believe, therefore, that it should be for head teachers to determine the most appropriate staffing structure for their schools, including the roles and responsibilities that they would want their deputy and assistant head teachers to undertake in delivering the school's priorities.

You will also wish to note that the Document includes the updated pay scales, pay spines and allowances from September 2010 as recommended in your 18<sup>th</sup> Report Part Two; and restructured provisions which relate to teachers' conditions of employment and professional responsibilities as recommended in your 18<sup>th</sup> Report Part One.

I am also seeking your views and those of consultees on the proposal that there should be an upper limit on leadership group remuneration in line with principles formulated in your 18<sup>th</sup> Report Part One, and my view that salary should not exceed that of the Prime Minister. I wish to ensure that the discretions that exist to pay above the maximum of the leadership pay range should be contained within this over-riding limit. I am

consulting on the basis that this limit would apply to any salary decisions that would take effect on or after 1 September 2010. Under the statutory provisions in s125 (2)(b) of the Education Act 2002, I am consulting you about disapplying the need for referral of this matter. I should welcome your views by 16 July.

I shall write to you again shortly about matters for a future remit. In the meantime, I should like to thank you and members of the Review Body for your valued work.

With ever, good wish,

Michael



MICHAEL GOVE