



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

To all consultees

S-7-10

Thank you for taking the time to respond to the consultation on the School Teachers' Review Body's (STRB's) 19th Report. I have carefully considered the STRB's recommendations in light of your views.

Leadership Group Criteria

I have decided not to implement the leadership group criteria in relation to the establishment of or appointment to deputy or assistant head teacher posts. I am of the view, having taken into account consultation responses, that the proposed criteria are not consistent with this Government's plans to reform the present pay and conditions framework. 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.

Special Educational Needs (SEN) Allowances

I propose to implement some criteria in relation to the payment of SEN allowances and a new SEN range. The SEN criteria and range have been incorporated into the draft 2010 School Teachers' Pay and Conditions Document (the Document).

Other Proposed Changes

I support the inclusion of the restructured provisions in the Document which relate to teachers' conditions of employment and professional responsibilities as recommended in the STRB's 18th Report Part One. Further to my Parliamentary statement of 22 June, teachers' pay scales, pay spines and allowances will be increased from 1 September 2010 by 2.3 percent (up to 4 percent in inner London) as recommended by the STRB in their 18th Report Part Two. I am also consulting the STRB Chair on my proposal to introduce an upper limit to leadership group remuneration in line with principles formulated in the STRB's 18th Report Part One. This would be to ensure that the discretions that exist to pay above the maximum of the leadership pay range should be contained within an over-riding limit that would not exceed the Prime Minister's salary. 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 the Chair about disapplying the need for referral of this matter.

Copies of the draft Document and associated statutory guidance will be sent to you for consultation shortly. Please contact Wendy Sheldon, the lead official, during the consultation period if you would like to discuss your response. If you wish to request a meeting, please email: wendy.sheldon@education.gsi.gov.uk; or telephone her on 01325 391376.

With every good wish,

A handwritten signature in black ink, appearing to read 'Michael Gove', with a long horizontal stroke underneath.

MICHAEL GOVE