



Rt Hon Michael Gove MP  
Secretary of State

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Date: March 2014

I am writing to confirm that, following the consultation on my proposed response to the STRB's 23<sup>rd</sup> Report, I have decided to proceed on the basis of my previous statement and will be revising the School Teachers' Pay and Conditions Document (STPCD) accordingly to implement all the key recommendations in the Report.

I am clear that these changes continue to build on the reforms to teachers' pay, which we implemented in September 2013. The changes arising from the Report will provide further flexibility and consistency for schools to develop a framework for leadership pay that meets the needs of the school and one that continues to reward leadership in line with their performance whilst also recognising the changing nature of school leadership. I shall be asking my officials to work with the statutory consultees on the practicalities involved in taking forward and implementing the recommendations, subject to further consultation on the STPCD.

Thank you to you and members of the Review Body for your continued excellent work.

A handwritten signature in black ink that reads "Michael Gove".

**MICHAEL GOVE**